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ABSTRACT

As the second report on a cohort of 5,083 women between 32 and 46 years of age who were first interviewed in mid-1967, contacted by mail in 1969, and reinterviewed for the first time in 1969, three topics are considered in this longitudinal study: (1) changes in labor force participation, (2) interfirm mobility, and (3) changes in job satisfaction and in rate of pay. Emphasized are possible implications for public policy and for the way in which the labor market behavior of adult women is viewed. The labor force participation rate of white women in the group increased from 47.4 to 51.0 percent, while the rate for black women remained steady at 67.4 percent. There was a decrease of 11 percentage points in labor force participation by white women with no children under the age of six in 1967 but with at least one child under six in 1969, which shows the deterrent effect of young children on mothers' labor force participation. A favorable demand for well-trained women is reflected in positive relationships between the labor force participation rate, rate of pay, and educational attainment. Health, marital status, and job satisfaction are other variables considered. Factors associated with the job changes of about 20 percent of the white women and 25 percent of the black women from 1967 to 1969 are discussed. Various tables present the data, and a wide range of resource materials is appended. (Volume I is available as ED 043 755). (AG)

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Dual Careers:

A longitudinal study of labor market experience of women

Sookon Kim
Roger D. Roderick
John R. Shea

Volume two
September 1972

Center for Human
Resource Research
The Ohio State University
Columbus, Ohio

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DUAL CAREERS: A longitudinal study of labor market experience of women

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This volume is a brief progress report on a longitudinal study of the labor market experience of women. In early 1965, the Center for Human Resource Research, under a contract with the United States Department of Labor, began the planning of longitudinal studies of the labor market experience of four subsets of the United States population: men 45 to 59 years of age, women 30 to 44 years of age, and young men and women 14 to 24 years of age.

Cost considerations dictated limiting the population covered; given that constraint, these four groups were selected for study because each faces special labor market problems that are challenging to policy makers. In the case of the older male group these problems are reflected in a tendency for unemployment, when it occurs, to be of longer-than-average duration and in the fact that average annual incomes of males decline continuously with advancing age beyond the mid-forties. In the case of the older of the two groups of women the special problems are those associated with reentry into the labor force on the part of a great many married women after their children no longer require their continuous presence at home. For the young men and women, of course, the problems are those revolving around the process of occupational choice and include both the preparation for work and the frequently difficult period of accommodation to the labor market when formal schooling has been completed.

While the more-or-less unique problems of each of the subject groups to some extent dictate separate orientations for the four studies, there is, nevertheless, a general conceptual framework and a general set of objectives common to all of them. Each of the four studies views the experience and behavior of individuals in the labor market as resulting from an interaction between the characteristics of the environment and a variety of demographic, economic, social, and attitudinal characteristics of the individual. Each study seeks to identify those characteristics that appear to be most important in explaining variations in several important facets of labor market experience: labor force participation, unemployment experience, and various types of labor mobility. Knowledge of this kind may be expected to make an important contribution to our understanding of the way in which labor markets operate and thus to be useful for the development and implementation of appropriate labor market policies.

For each of the four population groups described above, a national probability sample of the noninstitutional civilian population has been drawn by the Bureau of the Census. According to present plans, members of each sample are being surveyed periodically for five years. The last

round of interviews occurred in 1971 for the two male groups and in mid-1972 for the older group of women. The younger group of women will be interviewed for the last time in early 1973. Reports have been published on the first three surveys of young men (Career Thresholds, Volume I, 1969; Volume II, 1970; Volume III, 1971), the first three surveys of the older men (The Pre-Retirement Years, Volume I, 1968; Volume II, 1970; Volume III, 1972), the first survey of the older women (Dual Careers, Volume I, 1970), and the first survey for the young women (Years for Decision, Volume I, 1971).

The present report, the second in the series on the older women, summarizes some of the findings of the second round of interviews with that cohort conducted in the early summer of 1969. (We also report some information gathered through mailed questionnaires in 1968, a year in which interviews were not conducted.) Based exclusively on a set of tabulations that were specified prior to our having seen the results of the first survey, this report is intended simply to describe the magnitude and patterns of change that occurred in the labor market status of the women during the two-year period between the first and second waves of interviews. More intensive analyses of the data will be made at a later date, but the unique nature of some of the data already available has argued for its immediate publication.

John R. Shea
Associate Project Director

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CHAPTER ONE*

SAMPLE ATTRITION AND CHANGES IN FAMILY AND LABOR FORCE STATUS

I INTRODUCTION

What changes occur over a two-year period in the labor force and employment status of adult women? To what extent do these women move into and out of employment, improve their earnings, change their marital status, and modify their attitudes toward their jobs? In what respects do the women who experience these changes differ from those who do not? These are the types of questions which the present report is designed to answer.

This is the second report on a sample of 5,083 women who were 30 to 44 years of age when initially interviewed in mid-1967.[1] In the summer of 1968 a brief mailed questionnaire was completed by most of those in the sample. Personal interviews were conducted again during the summer of 1969 for the third stage of the longitudinal study.[2] The present report is based on data gathered in these three stages of the study. Later reports will discuss findings from interviews conducted in 1971 and 1972.[3] In addition to the interim reports there will be a final report which will cover the entire five-year period in a comprehensive manner.

The main purpose of this document is to describe the magnitude and patterns of change in labor market behavior that occurred during the two-year period between the 1967 and 1969 interviews. As pointed out in the initial report, ". . . it is during this age span [30 to 44 years of age] that many married women return to the labor force after their children are in school."[4] Therefore, one would expect not only an increase in

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* This chapter was written by Sookon Kim.

1 Analysis of the initial survey was reported in John R. Shea, Ruth S. Spitz, Frederick A. Zeller and Associates, Dual Careers, Vol. I, Manpower Research Monograph No. 21 (Washington, D.C.: U.S. Government Printing Office, 1970).

2 For a description of the sample design, see Appendix B. The 1968 mailed questionnaire and the 1969 interview schedule are reproduced in Appendixes D and E, respectively.

3 The respondents were neither interviewed nor sent a questionnaire in 1970.

4 Shea et al., Dual Careers, 1:1.

labor force participation rates over the two-year period but also improvements in occupational assignment, accumulation of seniority rights, and an increase in earnings, all of which are positively associated with length of employment experience. While varying types of homemaking activities, especially when there are young children in the home, play a significant role in the decisions of most women to participate in the labor market, changes in marital status, attitudes, health condition, employment opportunities, and many other factors are also expected to influence a woman's labor force and employment behavior.

In the next section of this chapter nonresponse rates to the 1968 mailed questionnaire and noninterview rates in 1969 are described. Following that, there is a discussion of changes in the personal characteristics of the respondents that are hypothesized to be related to labor market behavior, such as marital status and the age structure of children living at home. The subsequent section briefly explores changes in labor force participation and unemployment rates over the two-year period as a prelude to Chapter 2. Chapter 2 examines in more detail changes in labor force and employment status between 1967 and 1969, as they are related to changes in child-age categories and in other characteristics. In Chapter 3, restricting the universe to those subjects who were employed as wage and salary workers in both 1967 and 1969, we discuss movement among employers, changes in hourly rate of pay, and modifications in job attitudes.

II NONINTERVIEW RATES

Of the 5,083 members of the sample interviewed in 1967, fewer than 200 did not respond a year later to the mailed questionnaire.[5] Members of the original sample who either were deceased or refused to respond in 1968 (in contrast, for example, to those who could not be located) were excluded from the eligible sample for the 1969 interview. Of the remaining 4,985 eligible women, 5.5 percent were not interviewed in 1969 for various reasons. Hence, by the time the 1969 interviews were completed the original sample of 5,083 had shrunk by 7.3 percent. Of the original number, 0.7 percent died prior to the second wave of interviews in 1969, and 4 percent refused to respond either in 1968 or in 1969. The remainder were not interviewed in 1969 because of temporary absence from home, inability to contact, institutionalization or for some other reason.

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5 The low overall nonresponse rate of 3.4 percent was achieved through the strenuous efforts of the field representatives of the Bureau of the Census, who either telephoned to remind the respondents to return the questionnaire or visited any subjects who were unable to complete the questionnaire without assistance.

Total attrition rates over the two-year period differed little between white and black[6] women: 7 and 8 percent, respectively. Among white women, refusal in 1969 was more common than inability to locate (2.9 versus 1.4 percent). Among blacks, the reverse was true: 1.9 percent refused and 2.5 percent could not be located by the interviewers. Noninterview reasons and a detailed breakdown of the attrition rates by selected demographic, social, and economic characteristics of the respondents in 1967 are presented in Tables 1A-1 and 1A-2 at the end of this chapter.

The total attrition rate over the two years has been exceedingly small. Variation in the rate by various personal, family, and economic characteristics is not likely to lead to serious biases in the analysis. Nevertheless, it is worth examining the characteristics of persons who had a higher-than-average noninterview rate. In general, white women who were unemployed during the 1967 survey week were slightly more likely than white women in other categories to have left the sample by 1969 (Table 1A-1). The attrition rate was also slightly higher for black women who were out of the labor force in the 1967 survey week. If unemployment tends to affect the same persons repeatedly, the measured unemployment rate of white women in 1969 may understate somewhat the true magnitude of unemployment. By the same reasoning, the measured participation rate of black women in 1969 may overstate the actual rate. As indicated in Table 1A-2, among the white women the small number who were married with spouse absent in 1967 show the highest attrition rate (28.5 percent) and the never-married group has the second highest rate (13.1 percent). Although the attrition rate varies for the several categories, the absolute number of cases is small. By and large, there is little systematic variation in the extent of noninterview between important demographic and economic subgroups of the sample.

III A NOTE ON TABLES

Before turning to substantive matters, a few comments may be helpful with respect to the tables included in the remainder of this report. In this type of study, interest is focused primarily on relative rather than absolute values, e.g., on the proportion of women with certain characteristics, rather than on the absolute number. Accordingly, data in virtually all tables are presented in terms of percentages. In all cases, however, the base of the percentage is shown, so that its

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6 In this report the term "black" refers exclusively to Negroes; "white" refers to Caucasians. Thus, there is a difference in terminology between this report and the first volume of Dual Careers, in which "blacks" referred to the group that is now called in U.S. Government reports "Negro and other races." Since Negroes constitute about 90 percent of the latter group, comparison of the findings between this and the earlier report should not be materially affected.

statistical reliability can be judged. In calculating percentage distributions, cases for which no information was obtained are excluded from the total. This amounts to assuming that those who did not respond to a particular question exhibit the same behavior, or have the same characteristics, as those who did respond. Nonresponse rates exceed 10 percent for only a few variables. In these cases, nonresponse bias, if suspected, has been taken into account in the interpretation. All percentage distributions add to 100 percent; when they do not, it is the result of rounding. It should be observed, however, that when absolute numbers do not add up to the indicated total, the difference is attributable, unless otherwise noted, to those cases for which no information was obtained, as well as to rounding.

Percentages in most tables have been rounded to the nearest whole percentage point. Exceptions are limited to labor force participation rates, unemployment rates, and sample attrition rates where a small difference in percentage points may be significant. To have presented percentages to the nearest tenth of a point generally implies a degree of accuracy that does not, in fact, exist. To be statistically significant, differences in percentages in this study generally have to be at least several percentage points.

Percentages are not shown in table cells if the base is fewer than 25 sample cases. Numbers in tables are in thousands, unadjusted for sample attrition. The "blown up" population figure corresponding to 25 sample cases is approximately 108,000 for whites and about 36,000 for blacks. In our interpretations, of course, we are mindful of sampling error and, generally speaking, we avoid conclusions based on fewer than 50 sample cases. In such cases the sampling error may be very high. For example, the standard error of a percentage in the neighborhood of 50 is about 10 percentage points when the base is 50 sample cases. For percentages near 5 and 95, the standard error is about 4 percentage points. The reader who is interested in more detailed treatment of sampling error and confidence intervals is referred to Appendix C on Sampling Variation.

With rare exceptions, our tables involve at least three-way cross-classifications in which color is almost always one of the variables. Our purpose is generally to ascertain how an independent variable interacts with all that color represents (e.g., discrimination in educational and employment opportunities) to "explain" some aspects of labor market behavior. For example, is the presence of young children related to labor force participation in the same way for white women as it is for black women? We are more concerned with this type of question than with relationships between two variables for the total population, irrespective of color. Thus, in all of our tables the totals for blacks and whites combined are omitted. It should be mentioned that because of the much larger number of whites than blacks, the distribution of the total population by any variable resembles very closely the distribution of the white population.

IV CHANGES IN PERSONAL AND FAMILY CHARACTERISTICS

Both theoretical considerations and empirical findings from the initial survey lead to the expectation that the labor market behavior of adult women will be influenced by such factors as marital status, health condition, and the age structure of children in the home. In this section the magnitude of changes in these characteristics is measured over the two-year period, and overall changes in labor force participation and unemployment rates are discussed in Section V.

Marital Status

The overwhelming majority of women who were 32 to 46 years of age in 1969 had not changed their marital status over the preceding two years: 95 percent of the whites and 92 percent of the blacks.[7] As shown in Table 1.1, of the white women who in 1967 were married, spouse present, 96 percent were still in this category in 1969.[8] The corresponding percentage for black women was 91 percent.

In both survey years the percentage of women who are married is greater for the whites than the blacks by about 24 percentage points. However, for both color groups the proportion of married women decreased from 1967 to 1969 by about the same amount (from 87 to 85 percent for whites and from 64 to 61 percent for blacks). While the net percentage distribution over the two years did not change greatly, there was considerable gross change, i.e., individuals moving from one marital status to another.

Ages of Children at Home

In this section we limit our discussion to those women who were married in both years. As revealed in cross-sectional data from the initial survey, the presence of young children in the home is a powerful deterrent to the labor force participation of many women in this cohort.[9]

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7 Our measure of change does not include most subjects whose marital status changed more than once during the two-year period. For example, a married woman in 1967, with husband present, who subsequently was divorced but had remarried at the time of the 1969 survey, is not classified as having changed her marital status. To this extent, data presented here understate the true amount of change in marital status.

8 Unless otherwise indicated, the simpler term "married" is used throughout the report in referring to those who are "married, spouse present." The term "nonmarried" is used to cover the categories of never married, divorced, separated, widowed, and married, spouse absent.

9 Sookon Kim, "Determinants of Labor Force Participation of Married Women 30 to 44 Years of Age" (Ph.D. diss., University of Minnesota, 1971).

Table 1.1 Comparison of Marital Status, 1967 and 1969, by Color: All Respondents

(Percentage distribution)

1969 \ 1967	Married, spouse present	Divorced, separated, widowed, or married spouse absent	Never married	Total all groups 1969
	WHITES			
Married, spouse present	96	15	6	85
Divorced, separated, widowed, or married spouse absent	4	85	1	11
Never married	--	--	93	4
Total percent	100	100	100	100
Total number (thousands)	12,583	1,216	645	14,453
Total, all groups, 1967	87	8	5	100
	BLACKS			
Married, spouse present	91	7	11	61
Divorced, separated, widowed, or married spouse absent	9	93	1	32
Never married	--	--	88	7
Total percent	100	100	100	100
Total number (thousands)	1,102	491	134	1,727
Total, all groups, 1967	64	28	8	100

As the age structure of children living at home changes over the years, the probability that a housewife will be in the labor force is also likely to change. Table 1.2 shows that among the women who were married in both 1967 and 1969, less than 3 percent who did not have children under six years of age in 1967 had acquired a young child by the time of the 1969 survey. Conversely, approximately one out of eight married women in both color groups who had children under six in 1967 had no children under six in 1969.

For three out of four married women, the age categories of children living at home did not change from 1967 to 1969. For these women there would have been little change over the two-year period in the amount of housework required, although some easing of household responsibilities probably took place, since the children are now older and some have left home. About one in twelve married women experienced some "other change" in the categories used to describe the ages of their children. This residual category includes those who had children 6 to 17 years of age in 1967 but no children under 18 in 1969, and those who had children under 6 years of age in 1967 and children under 6 and between the ages 6 and 17 in 1969. Because of the heterogeneity of this group, there is no reason to expect that their labor market behavior will be affected systematically by such change. The effect of other changes in the age combination of children on the labor force participation rate of married women is discussed in detail in Chapter 2.

Health and Physical Condition

In the initial survey, respondents were asked whether their health or physical condition either prevented them from working or limited the amount or kind of work or housework that they could do. In 1969, respondents were asked: "Would you say your health or physical condition now is better, about the same, or worse than two years ago?" According to the responses to this question, among the whites a larger proportion experienced an improvement in their health than a deterioration: 17 versus 10 percent (Table 1.3). Among the blacks the proportions were about equal: 16 versus 15 percent. Thus, the health gap between the whites and blacks seems to have widened. In the initial survey it was found that 82 percent of the whites compared to 78 percent of the blacks reported that their health did not limit their activities.[10]

A net worsening of health seems to have occurred in only one color/marital status category: among nonmarried black women, where 18 percent said that their health was "worse" while 14 percent reported it as "better." Controlling for health status in 1967, those who reported a health limitation at that time were more likely than those without limitations to indicate either an improvement or a deterioration

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10 Shea et al., Dual Careers, 1:31.

Table 1.2 Changes in the Presence and Ages of Children Living at Home, 1967 to 1969, by Color: Respondents Married Both Years

(Percentage distribution)

Comparative ages of children 1967-1969	Total number (thousands)	Percentage distribution
	WHITES	
No child under 6, 1967; child(ren) under 6, 1969	256	2
Child(ren) under 6, 1967; no child under 6, 1969	1,530	13
No change[a]	9,312	77
All others	952	8
Total or average	12,051	100
	BLACKS	
No child under 6, 1967; child(ren) under 6, 1969	26	3
Child(ren) under 6, 1967; no child under 6, 1969	125	12
No change[a]	788	78
All others	68	7
Total or average	1,007	100

a Includes respondents with no children both years; no children under 18 both years; children 6-17 years only both years; and children under 6 only both years.

Table 1.3 Comparison of Health, 1967 and 1969, by Marital Status in 1969 and Color: All Respondents

1969 marital status and 1967 health status	Total number (thousands)	Percent better in 1969	Percent same 1967 and 1969	Percent worse in 1969
	WHITES			
Married				
Prevented or limited work	2,077	28	54	18
Did not limit work	10,161	15	78	8
Total or average	12,275	17	74	9
Nonmarried				
Prevented or limited work	450	25	55	20
Did not limit work	1,714	16	75	9
Total or average	2,179	18	71	11
Total marital status				
Prevented or limited work	2,527	27	54	18
Did not limit work	11,895	15	78	8
Total or average	14,453	17	73	10
	BLACKS			
Married				
Prevented or limited work	212	35	44	21
Did not limit work	845	14	76	10
Total or average	1,058	18	70	13
Nonmarried				
Prevented or limited work	160	21	46	33
Did not limit work	505	12	75	13
Total or average	668	14	68	18
Total marital status				
Prevented or limited work	371	29	45	26
Did not limit work	1,350	13	76	11
Total or average	1,726	16	69	15

between 1967 and 1969. In other words, a disproportionately large number of women in good health in 1967 reported their health condition as "about the same" two years later.

V CHANGES IN LABOR FORCE AND EMPLOYMENT STATUS

Based on information for the survey weeks of 1967 and 1969, a substantial proportion of women have changed their labor force status either from out-of-the-labor force to in-the-labor force or vice versa: 18 percent of those in both color groups (Table 1.4). The participation rate of white women rose by 3.6 percentage points (from 47.4 in 1967 to 51.0 percent in 1969); among blacks the rate did not change. Nevertheless, the participation rate of black women was still substantially higher than the rate of white women: in 1969, 16.4 percentage points higher at 67.4 percent.[11]

It is interesting to compare this intercolor difference in the net changes in participation rates with time series data over recent decades. The participation rate of adult black women has been increasing at a slower rate than that of white; between 1948 and 1969, average annual labor force participation rates of white women 35 to 44 years of age increased by 13.5 percentage points (from 35.1 to 48.6 percent). However, over the same period the rate among blacks in this age category increased by only 6.2 percentage points (from 53.3 to 59.5 percent).[12] It is true, of course, that as any percentage approaches its limit of 100 percent, there is less room for an increase. However, the participation rate of black women 32 to 46 years of age is by no means too high (at 67.4 percent) for an increase to occur. Some of the possible reasons for the intercolor differences are discussed in Chapter II.

As may be seen in Table 1.5, the unemployment rate of black respondents in each survey week declined substantially from 7.4 percent in 1967 to 4.7 percent in 1969. The net change, a reduction of 2.7 percentage points, may be compared with virtually no change in the unemployment rate of white women. The intercolor difference in unemployment rates of adult women has fallen over recent years.[13] Nevertheless, in 1969 the rate for black women 32 to 46 years of age was still 1.2 percentage points higher than that of their white counterparts.

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11 The labor force participation rate for the blacks may be overstated slightly because of differential attrition from the sample.

12 U.S. Department of Labor, Manpower Report of the President, (Washington, D.C.: U.S. Government Printing Office, 1970), Table A-4, p. 219.

13 According to a Department of Labor report, The Social and Economic Status of Negroes in the United States, 1970, Bureau of Labor Statistics, Report No. 394, July 1971, p. 45, the unemployment rate of adult white women decreased from 4.6 percent in 1960 to 4.4 percent in 1970, while the unemployment rate of adult black women decreased from 8.3 to 6.9 percent over the same time span.

Table 1.4 Comparison of Labor Force Status, 1967 and 1969 Survey Weeks, by Color: All Respondents

(Percentage distribution)

Labor force status, 1967 and 1969	WHITES	BLACKS
In labor force both years	40	58
In labor force, 1967; not in labor force, 1969	7	9
Not in labor force, 1967; in labor force, 1969	11	9
Not in labor force both years	42	23
Total percent	100	100
Total number (thousands)	14,453	1,726
Labor force participation rate, 1967	47.4	67.4
Labor force participation rate, 1969	51.0	67.4

Table 1.5 Number in Labor Force and Unemployment Rates in 1967 and 1969 Survey Weeks, by Color: All Respondents

(Numbers in thousands)

Number in labor force and unemployment rate	WHITES	BLACKS
Number in labor force, 1967	6,851	1,164
Number in labor force, 1969	7,377	1,164
Percentage point change in labor force participation rate, 1967 to 1969	+3.6	0.0
Unemployment rate, 1967	4.0	7.4
Unemployment rate, 1969	3.5	4.7
Percentage point change in unemployment rate, 1967 to 1969	-0.5	-2.7

More than four out of five women in the labor force in 1967 continued to participate in 1969 (Table 1.6). Among those in the labor force in 1969, the probability of being unemployed was highest for those unemployed in 1967: 18 percent of the whites and almost 24 percent of the blacks. Those not in the labor force in 1967 came next, and those who were employed in 1967 were least likely to be unemployed in 1969. Compared to those employed in 1967, the longitudinal data also show that the probability of being out of the labor force in 1969 was much greater for those unemployed in 1967. Approximately 40 percent of the latter were not in the labor force when interviewed for the second time. This high rate of labor force exit may represent some "discouragement effect" stemming from unemployment experienced in 1967. Alternatively, women who are not firmly attached to the labor force (i.e., those who frequently move in and out of the labor force) may be especially likely to encounter unemployment upon reentry. The data are consistent with either interpretation.

As expected, substantial numbers of the women moved into or out of the labor force over the two-year period. Although the measure of labor force status in 1968 is less accurate than the measure for the other two dates, the 1968 mailed questionnaire enables us to make some comparison of labor force and employment status at all three dates. Restricting our sample to those who responded to all three surveys, the following observations can be made. Black women are more persistent in their attachment to the labor force: 51 percent were in the labor force all three survey weeks, compared to 37 percent of the white women (Table 1.7). Furthermore, 40 percent of the whites were not in the labor force all three years, compared to 22 percent of the blacks. Twenty-three percent of the white and 27 percent of the black women have "fluctuated" in their labor force attachment over the two-year period. It is not certain whether this is a true difference or is due to possible measurement error in the 1968 mailed questionnaire. The largest intercolor difference is found for the group who were in the labor force at both of the personal interviews (1967 and 1969) but out of the labor force when the 1968 mailed questionnaire was completed. If this group is excluded on the basis of possible measurement error, intercolor differences in percentages moving into and out of the labor force become negligible.

As the labor force behavior of women is sensitive to changes in labor market conditions, it is important to determine the magnitude of such change. Observed longitudinal changes in labor force behavior reflect at least three factors: long-term trends, cyclical changes in economic conditions, and aging of the sample. It is difficult, of course, to isolate the effects of general economic conditions from long-term trends. Nevertheless, comparison of longitudinal labor force participation rates with those of the Current Population Survey provides some clue as to the strength of the effect of "aging" relative to a combination of economic conditions and time trends. In brief, it appears that "aging" increased labor force participation by a small amount, in that the LGT data reveal either a larger increase (or smaller decrease)

Table 1.6 Labor Force Status in 1969, by Labor Force Status in 1967, by Color: All Respondents

Labor force status in 1967	Total number (thousands) (1)	Labor force status in 1969						Unemployed in 1969 as percent of 1969 labor force (5)÷(2) x 100 (8)
		In labor force				Not in labor force		
		Number in labor force (2)	Employed		Number unemployed (5)	Number (6)	Percent of 1967 respondents (7)	
			Number (3)	Percent of 1967 respondents (4)				
	WHITES							
In labor force	6,851	5,825	5,672	82.8	153	1,026	15.0	2.6
Employed	6,580	5,665	5,541	84.2	124	915	13.9	2.2
Unemployed	271	160	131	48.3	29	111	41.0	18.1
Not in labor force	7,602	1,552	1,446	19.0	106	6,050	79.6	6.8
Total or average	14,453	7,377	7,118	49.2	259	7,076	49.0	3.5
	BLACKS							
In labor force	1,164	1,001	959	82.4	42	163	14.0	4.2
Employed	1,078	946	917	85.1	29	132	12.2	3.1
Unemployed	86	55	42	48.8	13	31	36.0	23.6
Not in labor force	562	163	150	26.7	13	399	70.9	8.0
Total or average	1,726	1,164	1,109	64.2	55	562	32.6	4.7

Table 1.7 Comparison of Labor Force Status in the Survey Weeks of 1967, 1968, and 1969, by Color: All Respondents,[a]

(Percentage distribution)

Comparative labor force status	WHITES	BLACKS
In labor force all three years	37	51
Not in labor force all three years	40	22
All other	23	27
ILF 1967, NILF 1968, ILF 1969[b]	3	7
NILF 1967, ILF 1968, NILF 1969	1	1
ILF 1967, ILF 1968, NILF 1969	3	3
ILF 1967, NILF 1968, NILF 1969	4	6
NILF 1967, ILF 1968, ILF 1969	5	5
NILF 1967, NILF 1968, ILF 1969	6	5
Total percent	100	100
Total number (thousands)	14,381	1,701

a Restricted to those who responded all three years.
b ILF = In labor force
NILF = Not in labor force

Table 1.8 Labor Force Participation Rates and Unemployment Rates in June of 1967, 1968, and 1969, by Age, Sex, and Color[a]

Age, sex, and color	1967	1968	1969	Percentage point change 1967 to 1969
	Labor force participation rate[b]			
White, 25-34 years	38.0	40.3	40.8	+2.8
White, 35-44 years	45.7	46.6	47.5	+1.8
Nonwhite, 25-34 years	58.9	58.0	57.3	-1.6
Nonwhite, 35-44 years	59.5	58.2	59.4	-0.1
	Unemployment rate[c]			
White men	3.2	3.1	2.7	-0.5
Nonwhite men	6.9	6.5	6.7	-0.2
Total men	3.6	3.5	3.1	-0.5
White women	5.6	5.5	5.2	-0.4
Nonwhite women	11.0	11.0	10.5	-0.5
Total women	6.3	6.2	5.9	-0.4
Total or average	4.4	4.3	4.0	-0.4

a Source: U.S. Department of Labor, Bureau of Labor Statistics, Employment and Earnings, Vol. 14 (July 1968), Table A-3; Vol. 15 (July 1969), Table A-9; Vol. 16 (July 1970), Table A-9.

b Labor force participation rates are for women only.

c Unemployment rates are for persons age 16 and over.

in participation than the CPS. The CPS reveals a smaller rise in participation rates for white women 25 to 44 years of age than the longitudinal increase discussed earlier (compare Table 1.8 with Table 1.4). Similarly, the CPS shows a drop in participation for nonwhite women, while no change is evident in the longitudinal data.

Table 1A-1 Attrition Rates in 1968 and 1969 Surveys Based on Number of Respondents in 1967, by Reason for Nonresponse, Labor Force and Employment Status in 1967, and Color: All Respondents in 1967

1967 labor force and employment status	Total number 1967 (thousands)	1968 attrition rate			1969 attrition rate			Total attrition rate[c]
		Refused	Deceased	Total attrition[a]	Refused	Unable to locate	Other[b]	
	WHITES							
In labor force	7,416	1.9	0.4	3.5	2.9	1.6	0.8	7.6
Employed	7,120	1.9	0.4	3.5	2.8	1.6	0.8	7.5
Unemployed	295	1.5	d	4.9	5.0	1.5	0.4	8.4
Not in labor force	8,143	1.3	0.2	2.4	2.8	1.3	1.0	6.6
Total or average	15,559	1.6	0.3	2.9	2.9	1.4	0.9	7.1
	BLACKS							
In labor force	1,249	1.0	0.1	3.6	1.9	2.4	1.4	6.8
Employed	1,155	1.1	0.1	3.8	1.5	2.5	1.4	6.6
Unemployed	94	d	d	1.4	6.1	1.2	1.0	8.3
Not in labor force	630	3.2	1.7	7.2	2.0	2.7	1.1	10.7
Total or average	1,879	1.8	0.6	4.8	1.9	2.5	1.3	8.1

a Includes some respondents who did not respond for other reasons in 1968.
b Those who were not interviewed in 1969 for other reasons such as temporary absence, death after the 1968 survey, or institutionalization.
c Includes all attrition as of the 1969 interview, including those who refused to respond in 1968 and those who were deceased as of 1968 survey.
d Percentage smaller than 0.1.

Table 1A-2 Attrition Rates in 1968 and 1969 Surveys Based on Number of Respondents in 1967, by Selected 1967 Survey Characteristics, and Color: All Respondents or Selected Sub-Groups

1967 survey characteristic	WHITES			BLACKS		
	Total number in 1967 (thousands)	1968 total attrition rate	1969 total attrition rate[a]	Total number in 1967 (thousands)	1968 total attrition rate	1969 total attrition rate[a]
1967 current (or last) occupation[c]						
White collar	9,665	2.4	6.0	400	4.6	9.0
Blue collar	2,728	3.4	7.9	389	8.0	10.8
Domestic service	265	5.0	10.8	461	4.3	8.5
Nondomestic service	1,938	4.8	9.3	478	3.0	5.7
Farm	320	3.2	4.4	84	2.4	2.3
Total or average	14,928	3.0	7.0	1,812	4.7	8.2
1967 class of worker[c]						
Wage and salary	13,791	2.9	7.2	1,752	4.8	7.9
Government	2,186	2.5	6.2	341	3.8	7.1
Private	11,605	3.0	7.4	1,411	5.1	8.2
Self employed	576	2.7	4.1	39	2.6	18.3
Unpaid workers	550	3.5	5.1	20	b	b
Total or average	14,928	3.0	7.0	1,812	4.7	8.2
Hours per week on 1967 job[d]						
1-4	79	b	b	12	b	b
5-14	356	2.8	9.3	76	1.5	1.5
15-34	1,420	2.2	4.5	281	4.3	7.8
35-40	4,602	3.7	9.2	719	5.1	7.6
41-48	679	4.2	7.2	173	1.9	3.9
49 or more	371	3.9	9.1	67	1.8	3.4
Total or average	7,638	3.4	8.0	1,358	4.0	6.8

Table 1A-2 continued

1967 survey characteristic	WHITES			BLACKS		
	Total number in 1967 (thousands)	1968 total attrition rate	1969 total attrition rate[a]	Total number in 1967 (thousands)	1968 total attrition rate	1969 total attrition rate[a]
Number of weeks worked during 1966[e]						
None	7,159	2.5	6.2	509	8.1	11.5
1-13	1,005	2.4	7.6	123	1.9	5.8
14-26	973	4.8	9.4	179	3.5	11.1
27-39	988	3.3	6.0	138	5.1	6.2
40-49	1,054	3.9	10.8	178	3.7	3.6
50-51	435	2.5	3.6	71	8.3	3.4
52	3,940	3.0	7.4	673	3.1	7.2
1967 marital status[e]						
Never married	753	4.5	13.1	144	5.6	7.1
Married, spouse present	13,442	2.6	6.4	1,205	5.6	8.4
Married, spouse absent	117	8.6	28.5	24	b	b
Widowed	255	4.0	9.2	101	5.2	9.6
Divorced, separated	992	5.4	9.2	405	2.3	7.7
Respondents health 1967[e]						
Prevents or limits working	2,768	3.9	8.4	408	5.4	8.8
No effect on work	12,746	2.7	6.8	1,468	4.7	7.9
Highest year of school completed 1967[e]						
0-4	236	4.9	10.0	76	4.0	6.3
5-7	712	6.9	7.6	284	4.9	6.9
8	1,047	4.7	9.9	199	6.4	9.8
9-11	3,008	3.3	9.3	605	3.1	8.3
12	7,475	2.5	6.6	506	5.4	7.9
13-15	1,676	2.0	4.8	92	8.4	10.9
16 or more	1,363	1.6	4.6	111	6.2	6.6

a Includes all attrition as of the 1969 interview and those who refused to respond in 1968 and those who were deceased as of 1968 survey.
b Rates not computed where base represents fewer than 25 sample cases.
c Respondents with work experience as of 1967.
d Respondents employed as wage or salary workers in 1967.
e All respondents in 1967.

CHAPTER TWO*

CHANGES IN LABOR FORCE AND EMPLOYMENT STATUS

This chapter examines longitudinal change in labor force participation by comparing activity in the survey weeks of 1967 and 1969. In Section I we examine the relationship between changes in marital status and in the age structure of children in the household, on the one hand, and changes in labor force participation, on the other. In Section II we discuss the linkages between participation and several personal characteristics of the respondents: education, training, change in health status, and age. Section III assesses such family background factors as husband's occupation, number of weeks worked by husband, and the number of children attending college. Section IV examines several attitudinal variables for their predictive power. Finally, Section V summarizes major findings.

I CHANGES IN MARITAL STATUS AND IN THE AGE STRUCTURE OF CHILDREN

As shown in Chapter 1, over a period of generally improving economic conditions, that is from mid-1967 to mid-1969, the proportion of white women in the labor force in the survey week increased by nearly 4 percentage points, from 47.4 to 51.0 percent. The participation rate of black women remained unchanged at 67.4 percent. In general, one would expect that a change in marital status from "nonmarried" (here including divorced, widowed, separated, and married, spouse absent, but excluding never married respondents) to "married" would reduce the probability that a woman will be in the labor force. There are two reasons for this: (1) availability of the husband's income and (2) perhaps some increase in household responsibilities.[1]

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* This chapter was written by Sookon Kim and James A. Murphy.

1 With marriage most women come into a new position where they have to make a choice among three alternatives: housework, leisure, or market work. See Jacob Mincer, "Labor Force Participation of Married Women: A Study of Labor Supply," National Bureau of Economic Research, Aspects of Labor Economics (Princeton, New Jersey: Princeton University Press, 1962), pp. 63-105.

Our expectation of decreased labor force participation when a woman marries was borne out for blacks but not for whites. White women who were nonmarried in 1967 but married in 1969 did not change their participation rate. Black women did reduce their participation rate by 5.5 percentage points (see Table 2.1). Our expectation of increased labor force participation for those who were married in the first year but nonmarried in the second is borne out for the whites, but not for the blacks. White women in this category experienced a 9.2 percentage point increase in their labor force participation rate. However, among their black counterparts the reverse was true; the participation rate decreased by 7.4 percentage points. We do not have any ready explanation for this intercolor difference. At least part of the difference could easily be attributable to sampling error.

Among the kinds of housework which women typically perform, caring for young children in the home is probably the most demanding task. It is not surprising, therefore, that change in the age composition of children over the two-year period has a significant effect upon the labor force behavior of women. As shown in Table 2.2, among white women who were married in both 1967 and 1969, those who did not have children under six years of age in 1967 but acquired children in that age category by the time of the 1969 survey reduced their participation rate by 11 percentage points.[2]

Both white and black married women who in 1967 had children under six years of age, but no such children in 1969, increased their participation rates by more than 7 percentage points. Thus the longitudinal measures clearly demonstrate the validity of the hypothesis which previously has been tested primarily on a cross-sectional basis--namely, that the presence or absence of children under six years of age has a strong influence on the labor force participation of women.[3]

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2 There are too few comparable black women in the sample to permit us to make a statement about them.

3 The residual "all other" category includes those who had children 6 to 17 years of age in 1967 but no children under 18 years of age in 1969, and those who had children under 6 years of age in 1967 but had children under 6 and 6 to 17 years of age in 1969, among others. Because of the heterogeneity of this group with respect to changes in the potential child-care burden, there is no a priori reason to believe these women would experience an increase or decrease in participation rates. In the remaining sections of this chapter, this group has been dropped from the analysis, where change in child status is used as a control.

Table 2.1 Survey Week Labor Force Participation Rates, 1967 and 1969, by Comparison of Marital Status in 1967 and 1969, and Color: All Respondents

Comparison of marital status	Total number (thousands)	Participation rate 1967	Participation rate 1969	Percentage point change 1967 to 1969
	WHITES			
Married both years[b]	12,051	42.9	46.6	+3.7
Never married both years	607	85.6	84.8	-0.7
Nonmarried both years[c]	1,030	73.2	76.6	+3.4
Married 1967, nonmarried 1969	532	47.4	56.6	+9.2
Nonmarried 1967, married 1969	186	58.6	58.6	0.0
Other[d]	47	a	a	a
Total or average	14,453	47.4	51.0	+3.6
	BLACKS			
Married both years[b]	1,007	63.1	64.5	+1.4
Never married both years	118	64.4	61.0	-3.4
Nonmarried both years[c]	455	74.7	74.7	0.0
Married 1967, nonmarried 1969	95	73.7	66.3	-7.4
Nonmarried 1967, married 1969	36	83.3	77.8	-5.5
Other[d]	16	a	a	a
Total or average	1,726	67.4	67.4	0.0

a Percentage not shown where base represents fewer than 25 sample cases.
b Married with spouse present.
c Nonmarried here includes divorced, separated, widowed, and married, spouse absent. Never married are separately classified in this table.
d Includes never married 1967, married 1969 and never married 1967, nonmarried 1969.

Table 2.2 Changes in Labor Force Participation Rates, by Change in the Age Composition of Children Living at Home 1967 and 1969, and Color: Respondents Married Both Years

Comparative ages of children living at home	Total number (thousands)	Survey week participation rate		
		1967	1969	Percentage point change 1967 to 1969
	WHITES			
No child under 6, 1967; child(ren) under 6, 1969	256	42.6	31.6	-11.0
Child(ren) under 6; 1967; none 1969	1,530	32.3	39.7	+ 7.4
No change[a]	9,312	44.3	47.4	+ 3.1
All other[b]	952	46.5	54.3	+ 7.8
Total or average	12,051	42.9	46.6	+ 3.7
	BLACKS			
No child under 6, 1967; child(ren) under 6, 1969	26	c	c	c
Child(ren) under 6, 1967; none 1969	125	51.2	58.4	+ 7.2
No change[a]	788	65.2	65.9	+ 0.7
All other[b]	68	60.3	55.9	- 4.4
Total or average	1,007	63.1	64.5	+ 1.4

a Includes those with no child both years, no child under 18 years of age both years, children 6-17 years of age only both years, with children under 6 and 6 to 17 years of age both years, and children under 6 years of age both years.

b This is a residual category for which no a priori expectations are made as to the change in participation over the years.

c Percentage not shown where base represents fewer than 25 sample cases.

II AGE, HEALTH CONDITION, EDUCATIONAL ATTAINMENT, AND TRAINING

Age Effects

The presence of any strong association between labor force participation and age must be interpreted with care. This is because "aging" involves systematic relationships with other variables that are functionally related to participation. The two most obvious variables are changes in health and changes in the presence and ages of children (for most women).

Deterioration of health over the years, to the extent that it occurs, would be expected to reduce participation rates. On the other hand, it is expected that a decrease in the number of children under six years of age should result in an increase in labor force participation.[4] Restricting our attention to those who were married in both 1967 and 1969, the longitudinal data reveal that labor force participation increased by 3.7 and 1.4 percentage points respectively for whites and blacks (Table 2.3). However, controlling for change in the presence of children under six years of age, there is no systematic relationship between age of respondent and change in labor force participation.

Change in Health Condition

At the time of the initial survey 17 percent of white and 19 percent of black married women reported some type of health limitation (see Table 2.4).[5] Among the white women married both survey years, those with health limitations in 1967 recorded about the same magnitude of increase in participation rates as did those women whose health had not affected their ability to work. Of course, the latter group maintained their margin of superiority in participation rate over the former. Among the black women those with a health limitation in 1967

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4 For middle-aged men, aging appears to reduce labor force participation. Between 1966 and 1967, white and black men 45 to 59 years of age experienced a reduction in labor force participation rate of 0.6 and 2.2 percentage points respectively. Herbert S. Parnes, Karl Egge, Andrew I. Kohen, Ronald M. Schmidt, The Pre-Retirement Years, Vol. II, Manpower Research Monograph No. 15 (Washington, D.C.: U.S. Government Printing Office, 1970), p. 49.

5 We reported in Volume I that self-rating of health (i.e., "excellent," "good," "fair," "poor") was found to be consistently related to the level of labor force participation in the expected direction. However, the measure of health limitations upon work was found to have an opposite relationship with respect to labor force participation among white married women (Shea et al., Dual Careers, 1:60).

Table 2.3 Change in Labor Force Participation Rates between 1967 and 1969, by Change in Age Composition of Children Living at Home, 1969 Age of Respondent, and Color: Respondents Married Both Years

Comparative ages of children, 1967 and 1969, and age of respondent, 1969	Total number (thousands)	Survey week labor force participation rate		
		1967	1969	Percentage point change 1967 to 1969
	WHITES			
Child(ren) under 6, 1967; none 1969				
32-36	636	36.6	40.4	+ 3.8
37-41	539	32.8	45.2	+12.4
42-46	355	23.5	30.1	+ 6.6
Total or average	1,530	32.3	39.7	+ 7.4
No change in age categories of children				
32-36	2,767	38.5	40.8	+ 2.3
37-41	3,189	44.2	48.3	+ 4.1
42-46	3,356	49.1	52.0	+ 2.9
Total or average	9,312	44.3	47.4	+ 3.1
Total[b]				
32-36	3,722	37.1	39.8	+ 2.7
37-41	4,059	43.8	48.6	+ 4.8
42-46	4,270	47.1	50.8	+ 3.7
Total or average	12,051	42.9	46.6	+ 3.7
	BLACKS			
Child(ren) under 6, 1967; none 1969				
32-36	45	42.8	64.1	+21.3
37-41	52	50.0	51.9	+ 1.9
42-46	28	a	a	a
Total or average	125	51.8	61.7	+ 9.9
No change in age categories of children				
32-36	228	61.1	66.1	+ 5.0
37-41	254	66.7	65.8	- 0.9
42-46	305	67.2	65.9	- 1.3
Total or average	788	65.3	65.9	+ 0.6
Total[b]				
32-36	302	57.5	65.4	+ 7.9
37-41	342	65.3	63.6	- 1.7
42-46	363	65.7	64.8	- 0.9
Total or average	1,007	63.1	64.5	+ 1.4

a Percentages not shown where base represents fewer than 25 sample cases.

b Totals include respondents with no children under 6 in 1967, some in 1969; no children either year; and those with a change in age categories of children.

Table 2.4 Change in Labor Force Participation Rates between 1967 and 1969, by Health Condition in 1967, Change in Health Condition, and Color: Respondents Married Both Years

Health condition in 1967 and change in health condition between 1967 and 1969	Total number (thousands)	Survey week labor force participation rate		
		1967	1969	Percentage point change 1967 to 1969
	WHITES			
Prevented or limited work 1967				
Better 1969	559	29.9	45.4	+15.5
Same 1969	1,117	41.5	42.4	+ 0.9
Worse 1969	370	30.6	26.8	- 3.8
Total or average	2,047	36.3	40.4	+ 4.1
Did not affect work 1967				
Better 1969	1,462	47.2	49.6	+ 2.4
Same 1969	7,758	42.9	48.0	+ 5.1
Worse 1969	748	51.8	43.5	- 8.3
Total or average	9,973	44.1	47.8	+ 3.7
	BLACKS			
Prevented or limited work 1967				
Better 1969	72	54.0	54.5	+ 0.5
Same 1969	83	33.5	37.2	+ 3.7
Worse 1969	40	40.3	24.6	-15.7
Total or average	196	42.5	41.0	- 1.5
Did not affect work 1967				
Better 1969	110	59.8	76.8	+17.0
Same 1969	615	69.6	70.9	+ 1.3
Worse 1969	85	66.6	56.6	-10.0
Total or average	810	68.0	70.4	+ 2.4

reduced their participation rate by 1.5 percentage points, while those whose health had not affected their work increased their participation by 2.4 percentage points.

When change in labor force participation rate is compared with change in health condition, a pronounced relationship is noticeable among all child-age and color groups for which there are enough sample cases for reliable estimates. Those whose health was reported as "better" in 1969 increased their participation rate. Among the whites the magnitude of increase was much greater for those whose health in 1967 prevented or limited their work than for those who were not affected. The former group increased their participation rate by 15.5 percentage points, while the latter increased theirs by only 2.4 percentage points. Among the blacks an exactly opposite relationship may be observed: the magnitude of increase was much smaller for those in poor health in 1967 than for those who were not affected. The former group increased their participation rate by only 0.5 percentage points, while the latter increased theirs by 17.0 percentage points. The observed results for the white women, that is, the increased level of participation with improved health, are as expected. However, we are somewhat at a loss to explain the anomalous results for black women. The fact that blacks in "better" health in 1969 were more likely than their white counterparts to have been in the labor force in both years may be a factor.

Educational Attainment

In most disaggregate cross-sectional studies, variation in the level of formal education is considered to be a proxy for expected market wage rate. However, there is something lacking in this measure to the extent that the existence of wage differentials among different local labor markets is not taken into account. On the other hand, the measure of educational attainment reflects additional factors that are associated with highest year of school completed. These factors include the pleasantness of the work environment, prestige, and the stronger "taste" for market work that education presumably reflects.[6] For these reasons, it is desirable to treat educational attainment as a measure in its own right, in order to capture some portion of the effect of psychological factors in addition to earning potential.

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6 William G. Bowen and T. Aldrich Finegan, The Economics of Labor Force Participation (Princeton, New Jersey: Princeton University Press, 1969), pp. 53-62 and pp. 114-27. Herbert S. Parnes, "Labor Force Participation and Labor Mobility," A Review of Industrial Relations Research, Industrial Relations Research Association, 1970, 1:29-31.

Regardless of color, women of higher educational attainment exhibit larger increases in participation rate than those with less education (Table 2.5). The only decrease in participation rate occurred among blacks with less than 12 years of education. Since the majority of black women (more than 60 percent) have an educational level of less than 12 years, the decrease in this group's participation rate is primarily responsible, in an accounting sense, for virtual constancy in the overall level of participation of black women.

Training Received since 1967

More than one out of seven women obtained some type of training subsequent to the 1967 survey (Table 2.6). In the case of the whites those who obtained training since 1967 increased their participation rate by 5.2 percentage points as compared with 3.5 percentage points for nontrainees. The relationship is even stronger among the blacks: a 13.7 percentage point increase for the trainees relative to a 1.2 percentage point decrease for the nontrainees. It is worth noting that the trainees of both color groups had higher participation rates than nontrainees prior to their training--that is, in 1967. This tends to support the hypothesis that it is not the training which causes an increase in participation. Rather it is the higher propensity for participation, or a greater commitment to work, that seems to influence certain workers to obtain training and causes them to seize the training opportunities which employers and other agencies make available to them.[7]

A little less than 3 percent of the white and a little more than 3 percent of the black women received a degree, diploma, or certificate subsequent to 1967 (Table 2.7). Since such credentials increase a woman's earning capacity, one would expect an increase in participation rate on that account alone. However, here again there is a circular relationship between changes in participation rates and the obtaining of credentials. At least among white women, those with a higher propensity to work tended to work toward attainment of such certificates and degrees, and this in turn appears to have led to higher commitment and greater participation in the labor market.

III OTHER FAMILY INFLUENCES

A woman's decision to participate in the labor force is presumably influenced by the position and activities of other family members.

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7 Although the changes in participation rate among those who received training were classified by length of training, no consistent pattern emerged.

Table 2.5 Change in Labor Force Participation Rates, by Highest Year of School Completed and Color: Respondents Married Both Years

Highest year of school completed	Total number (thousands)	Survey week labor force participation rate		
		1967	1969	Percentage point change 1967 to 1969
	WHITES			
Less than 12 years	3,727	43.1	45.2	+2.1
12 years	5,917	42.9	46.8	+3.9
More than 12 years	2,396	42.2	48.6	+6.4
Total or average	12,051	42.9	46.7	+3.8
	BLACKS			
Less than 12 years	599	60.4	60.1	-0.3
12 years	286	61.1	64.8	+3.7
More than 12 years	119	82.2	87.0	+4.8
Total or average	1,007	63.1	64.5	+1.4

Table 2.6 Survey Week Labor Force Participation Rate 1967 and 1969, by Training Received since 1967 and Color: Respondents Married Both Years

Training received since 1967	Total number (thousands)	1967 participation rate	1969 participation rate	Percentage point change 1967 to 1969
	WHITES			
Some training received				
Less than 6 weeks	470	67.2	68.6	+ 1.4
6-16 weeks	692	52.9	60.0	+ 7.1
17-26 weeks	207	50.0	62.9	+12.9
27 or more weeks	375	46.8	49.6	+ 2.8
Still enrolled	49	a	a	a
Total or average	1,793	55.2	60.4	+ 5.2
No training received	10,209	40.6	44.1	+ 3.5
Total or average	12,051	42.9	46.6	+ 3.7
	BLACKS			
Some training received				
Less than 6 weeks	58	71.4	91.0	+19.6
6-16 weeks	70	82.5	89.8	+ 7.3
17-26 weeks	13	a	a	a
27 or more weeks	39	75.3	86.9	+11.6
Still enrolled	3	a	a	a
Total or average	183	76.5	90.2	+13.7
No training received	821	60.1	58.9	- 1.2
Total or average	1,007	63.1	64.5	+ 1.4

a Percentages not shown where base represents fewer than 25 sample cases.

Table 2.7 Comparison of Labor Force Participation Rates between 1967 and 1969, by the Receipt of Certificate, Diploma or Degree since 1967 and Color: Respondents Married Both Years

Whether received degree, diploma or certificate for practice since 1967	Total number (thousands)	1967 participation rate	1969 participation rate	Percentage point change 1967 to 1969
	WHITES			
Received	302	58.3	72.5	+14.2
Not received	11,749	42.5	46.0	+ 3.5
Total or average	12,051	42.9	46.6	+ 3.7
	BLACKS			
Received	37	56.5	97.9	+41.4
Not received	970	63.4	63.3	- 0.1
Total or average	1,007	63.1	64.5	+ 1.4

These include such factors as the income the family can expect without her working and the educational progress of her children. The relationship between these variables and participation is reasonably well-established on a cross-sectional basis, although very little is known about the dynamic influence of these variables upon changes in labor force participation.

Change in Weeks Worked by Husband

The number of weeks worked by husbands during the year preceding each of the two survey weeks can be compared. The data are cross-tabulated in Table 2.8. On the basis of the "permanent income hypothesis,"[8] one would expect that women whose husbands worked fewer weeks in 1968 would have increased their relative participation, while those women whose husbands worked more weeks in 1968 would have reduced their participation relative to the average. This expectation is borne out for black women, but only for white women who had children under age six in 1967 and no such children in 1969. Concentrating only on the most striking pattern, almost a 7 percentage point decrease was experienced by black women whose husbands worked at least two weeks more in 1968 than in 1966. This compares with a greater than 5 percentage point increase in participation rate for black women whose husbands worked at least two weeks less in 1968 than in 1966.

Husband's Occupation as a Moderator Variable

Bowen and Finegan report that the labor force participation rates of married women tend to be related inversely to the level of their husbands' occupations.[9] They attribute this, in part, to the level of permanent income associated with the husbands' occupations.[10] The deterrent effect of the presence of children under six years of age upon a mother's working has been well-documented in this report as well as in cross-sectional studies. However, it is also true that the deterrent effect of child-care responsibilities is substantially "modified" by factors associated with husband's occupation, at least in the case of white women.

Among the white wives of blue-collar workers with children under six years of age in 1967, the participation rate was 39.2 percent (Table 2.9). Among the wives of white-collar workers with children

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8 Mincer, "Labor Force Participation of Married Women," p. 69.

9 Bowen and Finegan, The Economics of Labor Force Participation, p. 154.

10 Ibid., p. 155.

Table 2.8 Change in Labor Force Participation Rates between 1967 and 1969, by Comparative Number of Weeks Worked by Husband, Change in Age Composition of Children, and Color: Respondents Married Both Years

Change in age categories of children and comparative weeks worked by husband, 1966 to 1968	Total number (thousands)	Survey week labor force participation rates		
		1967	1969	Percentage point change 1967 to 1969
	WHITES			
Child(ren) under 6, 1967; none 1969				
2 or more weeks more, 1968	166	47.8	45.7	- 2.1
Same ± < 2 weeks, 1968[b]	1,193	30.7	39.4	+ 8.7
2 or more weeks less, 1968	161	26.3	35.2	+ 8.9
Total or average	1,530	32.3	39.7	+ 7.4
No change in child-age categories				
2 or more weeks more, 1968	970	42.0	46.6	+ 4.6
Same ± < 2 weeks, 1968	7,039	44.3	47.0	+ 2.7
2 or more weeks less, 1968	1,197	46.7	50.7	+ 4.0
Total or average	9,312	44.3	47.4	+ 3.1
Total[c]				
2 or more weeks more, 1968	1,280	42.8	48.6	+ 5.8
Same ± < 2 weeks, 1968	9,091	42.4	45.8	+ 3.4
2 or more weeks less, 1968	1,549	46.0	49.4	+ 3.4
Total or average	12,051	42.9	46.6	+ 3.7
	BLACKS			
Child(ren) under 6, 1967; none 1969				
2 or more weeks more, 1968	7	a	a	a
Same ± < 2 weeks, 1968[b]	87	50.5	61.0	+10.5
2 or more weeks less, 1968	24	a	a	a
Total or average	125	51.8	61.7	+ 9.9
No change in child-age categories				
2 or more weeks more, 1968	150	68.4	61.4	- 7.0
Same ± < 2 weeks, 1968	479	63.1	65.9	+ 2.8
2 or more weeks less, 1968	133	68.0	75.5	+ 7.5
Total or average	788	65.3	65.9	+ 0.6
Total[c]				
2 or more weeks more, 1968	172	64.9	58.0	- 6.9
Same ± < 2 weeks, 1968	632	61.3	65.2	+ 3.9
2 or more weeks less, 1968	168	68.4	73.6	+ 5.2
Total or average	1,007	63.1	64.5	+ 1.4

a Percentages not shown where base represents fewer than 25 sample cases.
b Should be read "same number of weeks, plus or minus less than 2 weeks."
c Total includes respondents with no children under six in 1967, some in 1969; no children in either year; and those with a change in child-age categories.

Table 2.9 Change in Labor Force Participation Rates between 1967 and 1969, by Change in Age Composition of Children, Occupation of Husband in 1967, and Color: Respondents Married Both Years

Change in age categories of children and husband's occupation, 1967	WHITES				BLACKS			
	Total number (thousands)	Survey week participation rate			Total number (thousands)	Survey week participation rate		
		1967	1969	Percentage point change 1967 to 1969		1967	1969	Percentage point change 1967 to 1969
Child(ren) under 6, 1967; none 1969								
White collar	769	26.2	40.9	+14.7	21	a	a	a
Professional and technical	394	27.9	38.5	+10.6	9	a	a	a
Managers	199	32.4	48.8	+16.4	3	a	a	a
Clerical and sales	176	15.5	37.2	+21.7	10	a	a	a
Blue collar	647	39.2	39.8	+ 0.6	86	48.1	61.1	+13.0
Craftsmen	337	32.8	33.8	+ 1.0	21	a	a	a
Operatives	201	46.6	48.9	+ 2.3	52	45.6	58.3	+12.7
Laborers	108	45.2	41.1	- 4.1	13	a	a	a
Service	37	a	a	a	8	a	a	a
Farm	48	a	a	a	6	a	a	a
Total or average	1,530	32.3	39.7	+ 7.4	125	51.8	61.7	+ 9.9
No change in child-age categories								
White collar	4,007	42.5	46.8	+ 4.3	126	67.2	70.5	+ 3.3
Professional and technical	1,646	38.2	40.9	+ 2.7	42	74.2	74.3	+ 0.1
Managers	1,382	45.4	51.6	+ 6.2	28	a	a	a
Clerical and sales	979	45.9	50.4	+ 4.5	56	64.5	71.7	+ 7.2
Blue collar	4,213	46.2	47.9	+ 1.7	518	66.1	67.4	+ 1.3
Craftsmen	2,091	42.7	45.7	+ 3.0	120	67.3	75.9	+ 8.6
Operatives	1,730	48.7	50.8	+ 2.1	239	62.7	69.4	+ 6.7
Laborers	391	54.5	47.1	- 7.4	160	70.3	58.0	-12.3
Service	293	46.1	45.9	- 0.2	69	73.1	68.7	- 4.4
Farm	558	44.7	49.7	+ 5.0	39	47.9	49.7	+ 1.8
Total or average	9,312	44.3	47.4	+ 3.1	788	65.3	65.9	+ 0.6

a Percentages not shown where base represents fewer than 25 sample cases.

under six the participation rate was substantially lower in 1967 at 26.2 percent. A reduction in child-care responsibilities from 1967 to 1969 seems to have led white-collar wives who no longer had children under age six to increase their participation rate to 40.9 percent, a gain of 14.7 percentage points. However, the wives of the similarly situated blue-collar workers increased their participation by only six-tenths of a percentage point.

This pattern clearly demonstrates that while the presence of younger children (under age six) exerts a strong deterrent effect upon the participation of some groups of women, the degree of the effect is significantly modified by factors associated with the husband's occupation, perhaps the family's permanent income or socioeconomic class. There are too few sample cases to permit a firm statement for blacks.

Change in Number of Children in College

It is reasonable to assume that a radical change in the expenditure pattern of the household will influence the wife's labor force participation. A case in point is where there are children in the family who are entering or completing college. For the average household in contemporary society, the best source of additional income (as opposed to a loan) is for the mother to enter the labor market. Among white women, those with more children in college in 1969 than in 1967 increased their participation rate by 7.5 percentage points, an increase in excess of the average change of 4.0 percentage points for married women with children 6 to 24 years of age in both years (Table 2.10). Among those white women who had fewer children in college in 1969, the participation rate decreased by more than 6 points. For black women, those with more children in college in 1969 decreased their participation rate by 3.1 percentage points. For other categories, there were not adequate sample cases.

IV ATTITUDINAL CORRELATES

The dynamics of labor force behavior may be studied using cross-sectional data. However, there are many factors for which restrospective inquiry is not reliable, either because one's memory weakens over time or because attitudes change over time. In this section we explore the extent to which several attitudinal measures taken in 1967 are predictive of labor force status in 1969.

1967 Expectations for Activities Five Years Later

Women who were not in the labor force in 1967 were asked what they expected to be doing five years hence. Their responses were grouped into four categories: "working," "staying home," "in school or training," and "don't know" (Table 2.11). In general, the respondents' expectations as of 1967 are predictive of their labor market status as

Table 2.10 Change in Labor Force Participation Rates between 1967 and 1969, by Comparative Number of Children in College in 1967 and 1969, and Color: Respondents Married and with Children 6 to 24 Years of Age in Both Years

Comparative number of children in college, 1967 and 1969	Total number (thousands)	Survey week labor force participation rate		
		1967	1969	Percentage point change 1967 to 1969
	WHITES			
More 1969	1,332	40.0	47.5	+7.5
Same 1969	286	54.0	56.4	+2.4
Fewer 1969	301	53.3	47.0	-6.3
None either year	8,436	40.4	44.3	+3.9
Total or average	10,355	41.2	45.2	+4.0
	BLACKS			
More 1969	99	70.2	67.1	-3.1
Same 1969	22	a	a	a
Fewer 1969	27	a	a	a
None either year	654	58.1	62.7	+4.6
Total or average	802	60.4	64.3	+3.9

a Figures not shown where base represents fewer than 25 sample cases.

Table 2.11 Labor Force Participation Rate in 1969, by 1967 Expectations,[c] Change in Age Categories of Children, and Color: Respondents Who Were Not in the Labor Force in 1967

Change in age categories of children and respondents' 1967 expectations	WHITES		BLACKS	
	Total number (thousands)	Percent in labor force 1969	Total number (thousands)	Percent in labor force 1969
Child(ren) under 6, 1967; none 1969				
Working	361	28	16	a
Staying home	521	14	19	a
In school or training	7	a	0	--
Don't know	114	21	18	a
Total or average[b]	1,037	20	60	32
No change in child-age categories				
Working	1,276	27	110	33
Staying home	3,037	13	93	24
In school or training	108	26	6	a
Don't know	540	21	52	38
Total or average[b]	5,188	19	274	33
Total[d]				
Working	1,817	29	149	33
Staying home	3,942	12	117	20
In school or training	120	23	6	a
Don't know	724	23	78	37
Total or average[b]	6,882	19	372	32

a Percentages not shown where base represents fewer than 25 sample cases.
b Includes those for whom expectations were not ascertained and small number of respondents who indicated "Other."
c Respondents were asked "what do you expect to be doing five years from now--working or something else?"
d Total includes all other combinations of child-age categories.

of 1969: about 30 percent of white and black married women who had expected to be working in five years were already in the labor force by 1969, compared to 12 percent of the whites and 20 percent of the blacks who had indicated they would stay home. Compared to this latter group, those who had indicated they expected to be "in school or training" and those who said they "didn't know" what they would be doing showed a higher-than-average propensity to be in the labor force in 1969. As our original (1967) question was concerned with status five years hence, our analysis of labor force reentrance behavior after only two years is somewhat premature, but even for a two-year period the predictive power of the item is evident.

Job Satisfaction

Most studies of job satisfaction are concerned with the relationship between job satisfaction and other job factors such as tenure, accident proneness, absenteeism, performance, and work role. Job satisfaction has rarely been studied in relation to change over time in labor force participation. There is considerable evidence that job dissatisfaction is predictive of voluntary separation from an employer. It is of both theoretical and empirical interest to determine whether job attitude is a powerful enough variable to predict not only separation from an employer but also, in the case of women, withdrawal from the labor force. According to Table 2.12, which is restricted to women married both years who were employed in 1967, 14 percent of the whites who liked their 1967 job "very much" were no longer in the labor force in 1969. This compares with an 18 percent withdrawal rate among those who either liked their job "fairly well," "disliked it somewhat," or "disliked it very much." The association does not appear significant among the black women. It may be that women in lower socioeconomic brackets cannot afford labor force behavior reflecting their sentiments about their jobs. In any case, the relationship between withdrawal from the labor force and attitude toward job does not appear to be strong.

Attitude toward the Propriety of Mothers Working

In the initial survey respondents were asked how they felt about work outside the home for mothers of children between 6 and 12 years of age under several hypothesized circumstances. On the basis of their reactions, respondents were classified as "permissive," "ambivalent," and "opposed."[11] It was found at the time of the initial survey that the participation rate of white women with a "permissive" attitude was almost 25 percentage points higher than that of those with an "opposed" attitude. In the case of black women the analogous difference

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11 Shea et al., Dual Careers, 1:10. The conditions were: "if absolutely necessary for financial reasons;" "if she wants to work and her husband agrees;" and "if she wants to work and her husband does not particularly like the idea."

Table 2.12 Proportion of Respondents Who Left the Labor Force between 1967 and 1969 Survey Weeks, by Attitude toward 1967 Job, Change in Age Categories of Children, and Color: Respondents Married Both Years and Employed in 1967 Survey Week

Change in age categories of children and attitude toward 1967 job	WHITES		BLACKS	
	Total number (thousands)	Percent who left labor force	Total number (thousands)	Percent who left labor force
Child(ren) under 6, 1967; none 1969				
Like it very much	301	12	27	a
Other[b]	151	21	37	5
Total or average	456	16	64	9
No change in child-age categories				
Like it very much	2,665	14	280	14
Other[b]	1,285	19	194	16
Total or average	3,964	16	476	15
Total[c]				
Like it very much	3,300	14	329	14
Other[b]	1,639	18	259	15
Total or average	4,962	16	592	15

a Figures not shown where base represents fewer than 25 sample cases.
b Includes those who "like it fairly well," "dislike it somewhat," and "dislike it very much."
c Total includes all other combinations of child-age categories.

in participation rates was 12 percentage points.[12] A subsequent multivariate analysis also found this attitude to have a significant independent relationship to the probability that a married woman was in the labor force.[13] Many previous studies have found a positive relationship between participation and similar attitudes.[14] However, since these studies are based on cross-sectional data, it is difficult, as Cain indicates, to establish a causal direction.[15] With respect to the initial survey results, it was stated that "we cannot be certain at this point whether attitudes on this matter govern labor force activity or simply reflect the extent of present or past labor market activity. In any case, the relationship is a strong one and may be predictive of labor force behavior over time."[16]

In general, the predictive validity of the attitudinal scale is confirmed by the 1969 survey results (Table 2.13). Among those who were in the labor force during the 1967 survey week, a significantly larger percentage of white women who were "opposed" than of those who were "ambivalent" left the labor force between 1967 and 1969. A similar difference is evident between the "ambivalent" and "permissive" groups, at least for white women. This monotonic relationship between the percentage dropping out of the labor force and attitude is somewhat weaker among the black women--and, within the child-age subgroups, even

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12 Ibid., p. 68.

13 Sookon Kim, "Determinants of Labor Force Participation of Married Women" (Ph.D. diss., University of Minnesota, 1971), pp. 79-80.

14 Hortense M. Glenn, "The Attitude of Women Regarding Gainful Employment of Married Women," Journal of Home Economics 51 (April 1959):249-52; Thomas A. Mahoney, "Factors Determining Labor Force Participation of Married Women," Industrial and Labor Relations Review 14 (July 1961):563-77; James N. Morgan, Martin H. David, Wilbur J. Cohen, and Harvey E. Brazier, Income and Welfare in the United States (New York: McGraw Hill, 1962); Marion G. Sobol, "Commitment to Work," in The Employed Mother in America, ed. F. Ivan Nye and Lois W. Hoffman (Chicago: Rand McNally, 1963), pp. 40-63.

15 Glen G. Cain, Married Women in the Labor Force (Chicago: University of Chicago Press, 1966), pp. 39-40.

16 Shea et al., Dual Careers, 1:72.

Table 2.13 Proportion of Respondents Who Changed Labor Force Status between 1967 and 1969 Survey Weeks, by 1967 Labor Force Status, Attitude in 1967 toward the Propriety of Mothers Working, Change in Age Categories of Children, and Color: Respondents Married Both Years

Change in age categories of children and attitude toward propriety of mothers working	Total number in labor force 1967 (thousands)	Percent who dropped out of labor force by 1969	Total number out of labor force 1967 (thousands)	Percent who entered the labor force in 1969
	WHITES			
Child(ren) under 6, 1967; none 1969				
Permissive	158	15	150	25
Ambivalent	222	21	459	22
Opposed	108	22	423	18
Total or average	493	19	1,037	20
No change in child-age categories				
Permissive	1,296	14	832	20
Ambivalent	1,648	14	2,105	21
Opposed	1,171	22	2,240	16
Total or average	4,124	16	5,188	19
Total[a]				
Permissive	1,592	13	1,094	22
Ambivalent	2,151	16	2,828	21
Opposed	1,412	22	2,937	16
Total or average	5,170	17	6,882	19
	BLACKS			
No change in child-age categories				
Permissive	209	15	73	32
Ambivalent	163	18	119	33
Opposed	142	18	82	35
Total or average	514	17	274	33
Total[b]				
Permissive	254	14	92	29
Ambivalent	219	18	172	30
Opposed	162	19	108	37
Total or average	635	16	372	32

a Includes respondents who had no children under six in 1967, some in 1969; no children either year; and those with a change in age categories of children.

b Includes respondents with any change in child-age categories and those with no children either year.

in the case of white women. However, if one compares the two extremes, "permissive" versus "opposed," the opposed group consistently shows a higher rate of withdrawal from the labor force. Of those who were out of the labor force during the 1967 survey week, a significantly larger percentage of white women with "permissive" attitudes than those who were "opposed" entered the labor market. The same relationship does not hold for the blacks, however, and we are at a loss to explain why.

Perception of Husband's Attitude toward Wife's Working

In the initial report we described a strong relationship between number of weeks in the labor force among married women and husband's attitude towards the respondent's working.[17] In explaining change in labor force participation rate over the two-year period, this relationship holds for whites but not for blacks (Table 2.14). For white women, excluding those who said their husbands "don't care," the ratio of entrants to withdrawals declines monotonically with the favorableness of the husband's attitude as perceived by the wife in 1967.

V SUMMARY

As one would expect, changes in marital and family status have a substantial impact on the labor force participation of women. For example, consider respondents who were married at the time of both surveys. Among whites who had no children under six years of age in 1967 but had acquired one or more by 1969, the participation rate declined by 11 percentage points. (A statement about the relationship for black women is ruled out by an inadequate number of sample cases.) On the other hand, when the youngest child was no longer under six years of age, the participation rate of women in both color groups rose 17 percentage points by 1969.

The relationship between change in age of youngest child and participation is not uniform across other variables. Specifically, the association is related systematically to social class or level of family income--at least in the case of whites, where there are sufficient sample cases to permit a statement. The mother of children under six years of age participates less if her husband holds a white-collar rather than a blue-collar job. However, once the youngest (or only) child reaches age six, the difference in labor force participation vanishes. Presumably, the family's permanent income or some other factor associated with socioeconomic level--for example, child-rearing practices--influences the labor force behavior of mothers of preschool-age children.

In addition to change in family responsibilities, several personal characteristics of the respondents are related to change in labor force participation. Those women who reported their health as better in 1969 than in 1967 increased their participation rate. Among the whites, the magnitude of increase was much greater for those whose health in 1967

17 Shea et al., Dual Careers, 1:72-74.

Table 2.14 Proportion of Respondents Who Changed Labor Force Status between 1967 and 1969, by Husband's Attitude toward Wife's Working, Labor Force Status in 1967, and Color: Respondents married Both Years

Perception of husband's attitude in 1967	Total number in labor force in 1967 (thousands)	Percent out of labor force in 1969	Total number out of labor force in 1967 (thousands)	Percent in labor force in 1969
	WHITES			
Like very much	1,495	14	323	35
Like somewhat	1,402	16	620	29
Don't care	778	20	1,537	22
Dislike somewhat	1,291	18	1,003	24
Dislike very much	163	21	3,174	12
Total or average	5,170	17	6,882	19
	BLACKS			
Like very much	200	13	57	35
Like somewhat	161	17	41	29
Don't care	113	18	65	46
Dislike somewhat	130	17	66	33
Dislike very much	23	a	117	20
Total or average	635	16	372	32

a Percentages not shown where base represents fewer than 25 sample cases.

limited their activities than for those who were not affected. Among blacks, the opposite pattern is evident; the magnitude of increase was much smaller for those in "better" health whose health condition imposed no limits in 1967.

Women of higher educational attainment exhibited larger increases in participation rate than those with less education. Indeed, the only decrease occurred among black women with less than 12 years of education. Since most black women have completed less than 12 years of school, this group is primarily responsible, at least in an accounting sense, for the absence of any overall change in the participation rate of black women. Respondents who obtained training between 1967 and 1969 substantially increased their participation rate over nontrainees, although the former were more likely to have been in the labor force in 1967 as well as in 1969. Women who obtained a new degree, a diploma, or a certificate to practice a trade or profession were also more likely than average to have increased their labor force participation. The fact that trainees had higher participation rates in both years suggests that those with a higher commitment to work often search out training opportunities, although there is probably some circularity in this relationship.

The literature on labor force participation is replete with suppositions that the labor market behavior of family members is intimately intertwined. Longitudinal data confirm the importance of interdependent, intrafamily decisions. Counterbalancing changes occurred in the extent of labor force participation of husbands and wives, and change in the number of children in college is significantly related to changes in the women's participation. Specifically, more children in college seems to have led to an increase in participation, although there is probably simultaneity in the relationship.

Several attitudinal measurements taken in 1967 predict rather well the respondents' subsequent labor force behavior. Those who were out of the labor force in 1967 were asked what they expected to be doing five years hence. A significantly larger proportion of those who said they would be working, as opposed to staying at home, actually had entered the labor force by 1969; and, although the relationship is not strong, employed women who reported liking their jobs "very much" were less likely to have dropped out of the labor force than women who held less positive views. Since we are not yet confident of the causal linkage between a woman's labor force behavior and her attitude toward the propriety of mothers of school-age children working, we have been cautious in our interpretation of cross-sectional results. Of course, longitudinal data alone will not <u>prove</u> a causal relationship. However, findings thus far indicate that this measure has some predictive validity. Among those who were in the labor force in the 1967 survey week, a higher-than-average proportion of those who were "opposed" to mothers of young children working were out of the labor force in 1969. Conversely, among those out of the labor force in 1967, a higher-than-average proportion of those with "permissive" attitudes in 1967 were in the labor force in 1969. Also, to a lesser extent, the respondent's perception of her husband's attitude toward her working--another measure taken in 1967--is predictive of labor force behavior in 1969 among white women, although not among black.

CHAPTER THREE*

CHANGES IN JOB STATUS

Having analyzed movement into and out of the labor force, we focus here upon the work records of the subset of women who were employed at the time of both surveys, in 1967 and 1969. The first section of this chapter examines changes in hourly rates of pay and in job satisfaction between 1967 and 1969. Section II looks at interfirm movement over the same period[1]--the quantity of such movement and the characteristics associated with variations in its incidence. Finally, a brief section summarizes the findings.[2]

I CHANGES IN RATES OF PAY AND IN JOB SATISFACTION, 1967 TO 1969

Changes in Rates of Pay

On average, women who were employed as wage and salary workers in both 1967 and 1969 experienced increases in hourly rates of pay over that period. In both absolute and relative terms, black women fared slightly better than did white women: in absolute terms, $0.39 versus $0.37 per hour,[3] and in relative terms increases of 23 compared to 17 percent. As

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* This chapter was written by Roger D. Roderick and Joseph M. Davis.

1 Throughout, the terms "interfirm movement" and "employer change" are used interchangeably. A firm, or an employer, is an establishment (either public or private) or an individual with which (or with whom) the respondent is employed as a wage and salary worker, a business in which the respondent is self-employed, or a family enterprise in which she works at least 15 hours per week without pay.

2 We had intended to deal also with occupational mobility, but measurement problems which have not yet been resolved preclude the inclusion of that topic in this report. Further, a section on geographic mobility was originally planned. There was, however, insufficient mobility on the part of respondents to warrant such a section (see Appendix Table 3A-1).

3 Average hourly earnings of production (nonsupervisory) workers of both sexes on private payrolls outside of agriculture increased by $0.36 between 1967 and 1969 (both annual averages), or by 13 percent. Monthly Labor Review (March 1971), Table 18, p. 100.

a consequence, the intercolor difference in wage rate narrowed slightly. In 1967, the mean hourly rate of pay for blacks was 80 percent that of whites, while by 1969 it had risen to 84 percent (Table 3.1).

There is considerable variation in changes in hourly earnings across major occupational categories.[4] Among white women, those in professional-technical and in managerial categories registered the highest absolute increases, while those in sales and nondomestic service occupations recorded the lowest. In the case of the black women, the greatest increase went to occupants of professional and technical positions, whereas domestic service workers experienced the smallest increase.

It is noteworthy that black professional and technical women not only received larger wage increases than did their white counterparts, but their mean hourly rate of pay actually surpassed that of the whites by 1969.[5] Such a dramatic improvement in the hourly earnings of blacks at the upper end of the occupational hierarchy may be partially explainable by an increased demand for qualified blacks over the period (perhaps as a result of civil rights actions), coupled with an overall rise in the demand for professional and technical workers under generally favorable economic conditions.[6]

Changes in Job Satisfaction

Usually issues related to job satisfaction have been studied in the context of an industrial organization in order to examine possible causes

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4 These data are based on the occupational assignment of the respondents during the 1969 survey. Since substantial numbers changed their occupation since 1967, the data presented in Table 3.1 should not be interpreted as representing only wage changes within the same occupation over the two years.

5 Rates of pay for 1967 reported in this volume are not comparable to rates reported in Volume I. It was observed in the initial report (Shea et al., Dual Careers, 1:112) that blacks in professional and technical occupations earned a higher hourly rate ($3.34) than their white counterparts ($2.91). Contrary results shown by the current data for the same year, 1967 ($2.85 for white and $2.75 for black) are due, aside from exit from the labor force, to the following two reasons: (1) "blacks" in the early report contains nonwhite/nonblacks whose hourly earnings rate was much higher than that of the blacks; (2) the 1969 occupational category of professional and technical includes some respondents who were not in that category in 1967 but had entered it by 1969.

6 As shown by Appendix Table 3A-2, the intercolor difference in the proportions of women college graduates employed in professional and managerial occupations has been considerably reduced between 1964 and 1968, which testifies to increased effort on the part of employers to recruit qualified black professionals.

Table 3.1 Selected Measures of Change in Rate of Pay between 1967 and 1969 Surveys, by Occupation of 1969 Job and Color: Respondents Employed as Wage and Salary Workers Both Years

1969 occupation	Total number (thousands)	Mean rate of pay, 1967	Mean rate of pay, 1969	Absolute change, 1967 to 1969	Percentage change, 1967 to 1969
	WHITES				
Professional, technical	866	$2.85	$3.37	$+.52	18
Managerial	264	2.44	2.98	+.54	22
Clerical	1,908	2.24	2.59	+.35	16
Sales	209	1.65	1.89	+.24	15
Blue collar	980	1.88	2.23	+.35	19
Domestic service	32	a	a	a	a
Nondomestic service	518	1.50	1.71	+.21	14
Farm	2	a	a	a	a
Total or average	4,784	2.15	2.52	+.37	17
	BLACKS				
Professional, technical	108	2.75	3.70	+.95	35
Managerial	11	a	a	a	a
Clerical	142	2.10	2.42	+.32	15
Sales	8	a	a	a	a
Blue collar	221	1.69	2.03	+.34	20
Domestic service	147	.92	1.07	+.15	16
Nondomestic service	230	1.41	1.75	+.34	24
Farm	12	a	a	a	a
Total or average	879	1.72	2.11	+.39	23

a Means and percentages not shown where base represents fewer than 25 sample cases.

and consequences of workers' job satisfaction.[7] However, it is also important to know what factors result in change in job satisfaction without regard to affiliation with any particular employer. In the 1969 survey we asked each employed respondent whether she liked her current job more, less, or about the same as the job she held in 1967. On the whole, women felt better about their jobs in 1969 than in 1967 (Table 3.2).

Although not reported here, cross-tabulation indicates no significant association between changes in hourly earnings and changes in attitude toward job. However, there is a priori reason to believe that a woman worker in good health would be more satisfied with her job than a woman in poor health, ceteris paribus. As shown by Table 3.2 an improvement in health status between the survey dates is positively and significantly related to greater job satisfaction. Two-fifths of white and one-third of black women who reported their health as improved between 1967 and 1969 were more satisfied with their jobs in 1969, while only 21 and 14 percent of whites and blacks, respectively, who reported a deterioration in health were more satisfied.

II INTERFIRM MOVEMENT, 1967 TO 1969

Most of the data in the remainder of this chapter are based upon respondents who were employed at any job during each of the 1967, 1968, and 1969 survey weeks. Any respondent whose 1969 employer was other than her 1967 employer is said to have made an interfirm movement. Thus, our measure of interfirm movement understates the total amount of movement. By focusing upon initial versus terminal points, we do not identify the number of intermediate moves. Additionally, the respondent who moves from employer A to employer B and then back to employer A within the period is classified as a nonmover. Furthermore, voluntary and involuntary job changes are undifferentiated as the result of a problem in the design of the original questionnaire.

Correlates of Interfirm Movement

1967 occupation Of the women employed in all three survey years, slightly over one-fifth of the whites and just over one-fourth of the blacks were with different employers in 1969 than in 1967 (Table 3.3). The interfirm mobility of white women did not vary substantially by

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7 For a comprehensive review of the literature, see Victor H. Vroom, Work and Motivation (New York: John Wiley, 1967), Chapter 6. For a more recent theoretical development in the field, see Rene V. Dawis, G. W. England, and L. H. Lofquist, A Theory of Work Adjustment (Minneapolis: University of Minnesota, Industrial Relations Center, Bulletin 38, 1964) and Edwin A. Lock, "Job Satisfaction and Job Performance: A Theoretical Analysis," Organizational Behavior and Human Performance 5 (1970):484-500.

Table 3.2 Comparison of Attitude toward Job, 1967 and 1969, by Comparison of Health 1967 and 1969 and Color: Respondents Employed Both Years

Comparison of health	Total number (thousands)	Percent like 1969 job more	Percent like 1969 job same	Percent like 1969 job less
	WHITES			
Better 1969	848	40	50	9
Same 1969	4,213	22	71	7
Worse 1969	459	21	62	17
Total or average	5,520	25	67	8
	BLACKS			
Better 1969	127	34	53	12
Same 1969	703	20	74	5
Worse 1969	86	14	72	14
Total or average	917	22	71	7

Table 3.3 Proportion Making Interfirm Changes, 1967 to 1969, by 1967 Occupation and Color: Respondents Employed in 1967, 1968, and 1969

1967 occupation	WHITES		BLACKS	
	Total number (thousands)	Percent interfirm changers	Total number (thousands)	Percent interfirm changers
White collar	3,411	21	251	19
Professional, technical	877	23	98	4
Managerial	308	17	8	a
Clerical	1,944	21	130	29
Sales	282	18	15	a
Blue collar	931	18	178	18
Domestic service	37	a	128	66
Nondomestic service	581	34	215	22
Total or average[b]	5,043	22	782	27

a Percentages not shown where base represents fewer than 25 sample cases.
b Also included in total are respondents in farm occupations not shown separately.

major occupation group of the 1967 job. The one exception concerns nondomestic service workers, who were much more likely than those in other occupation groups to have changed employers during the period. Their mobility rate of 34 percent was one-and-one-half times that of professional and technical workers, the next most mobile occupational group.

To a degree, there are intercolor differences in interfirm mobility, controlling for major occupation group. First of all, black clerical workers are more likely to have changed employers than are their white counterparts (29 versus 21 percent). Second, black women in professional and technical occupations were highly immobile during the period: only 4 percent of these women made interfirm changes. This immobility may reflect the greater difficulties encountered by blacks in obtaining high-level positions when changing employers. Also, the fact that a substantial proportion of black professionals are teachers, who have fewer alternative employers open to them in a given location than do members of other professions (e.g., nurses), may tend to reduce interfirm mobility within the group. A third intercolor difference in interfirm mobility by occupation is evident among nondomestic service workers, where the proportion of blacks changing employers over the period was only two-thirds as great as that for whites (22 versus 34 percent). This intercolor variation may be, at least in part, a function of intercolor differences in specific occupational assignments within the major group. Specifically, blacks are more likely than whites to be chambermaids, maids, cooks, and kitchen workers, while whites dominate such occupations as hairdressers, cosmetologists, and waitresses.

Length of service in 1967 job One of the axioms of labor market behavior is that the probability of switching employers declines substantially as length of service with an employer increases. In part, this reflects the fact that the early period of service is one of "trial," both from the point of view of the employee and the employer. It also reflects the fact that both parties' investment--economic, social, and psychological--increases with the passage of time. It is not surprising, then, that prospective interfirm mobility decreased monotonically with increasing tenure for both employed whites and employed blacks in our sample (Table 3.4).

In the case of white women, 40 percent of those who had been in their 1967 jobs for less than one year had changed employers by 1969. This proportion was 31 percent for those with one to two years of service and 14 percent for those with three or more years. For blacks, the respective figures were 39, 32, and 22 percent, almost identical to those for the whites in the two shorter service categories, but substantially higher for women with longest tenure. These data, then, indicate that the inverse relationship between tenure and prospective mobility holds across color lines, and that black women in this age range retain a greater degree of mobility with increasing length of service than do white.

Table 3.4 Proportion Making Interfirm Changes, 1967 to 1969, by Length of Service in 1967 Job and Color: Respondents Employed in 1967, 1968, and 1969

Length of service in 1967 job	WHITES		BLACKS	
	Total number (thousands)	Percent interfirm changers	Total number (thousands)	Percent interfirm changers
Less than 1 year	550	40	93	39
1-2 years	1,610	31	240	32
3 years or more	2,868	14	445	22
Total or average	5,043	22	782	27

The inverse relationship between tenure and mobility is also apparent within major occupation groups (Table 3A-3). With the exception of black nondomestic service workers, respondents who changed jobs between 1967 and 1969 had fewer years of service in their 1967 jobs than nonchangers. The differences in average tenure were generally more pronounced among the white-collar workers than within other occupations. Finally, the intercolor comparisons which can be made support the earlier finding that tenure is less immobilizing for blacks than for whites--i.e., black women who changed firms had greater average length of service with 1967 employers than did their white counterparts.

1967 rate of pay[8] We had anticipated that respondents whose 1967 rate of pay was relatively low would be more likely than higher-paid workers to have changed employers by 1969. This would be, in part, because of dissatisfaction with low wages and, in part, because of the association between low wages and job insecurity. The data confirm our expectations. Wage and salary workers whose hourly rates of pay were low in 1967 were more likely to have been job-changers between 1967 and 1969 than were higher-paid workers (Table 3.5). Interfirm mobility rates are inversely related to pay for both whites and blacks. Moreover, except at the higher pay rate categories, mobility rates for whites and blacks are quite similar, controlling for 1967 wages.

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8 The universe here is restricted to those who were employed in the survey weeks in 1967, 1968, and 1969. Additionaly, their employment must have been as wage and salary workers in 1967 and 1969.

Table 3.5 Proportion Making Interfirm Changes, 1967 to 1969, by 1967 Occupation, Rate of Pay in 1967 Job, and Color: Respondents Employed 1967, 1968, and 1969[b]

1967 occupation and rate of pay in 1967 job	WHITES		BLACKS	
	Total number (thousands)	Percent interfirm changers	Total number (thousands)	Percent interfirm changers
White collar				
Less than $1.50	250	34	34	a
1.50-1.99	658	24	43	24
2.00-2.99	1,297	19	92	14
3.00 or more	608	17	62	5
Total or average	3,012	21	245	20
Blue collar				
Less than $1.50	130	25	56	20
1.50-1.99	350	17	52	17
2.00-2.99	330	13	56	16
3.00 or more	43	a	4	a
Total or average	878	17	174	18
Total[c]				
Less than $1.50	649	37	285	35
1.50-1.99	1,149	22	147	21
2.00-2.99	1,703	18	176	19
3.00 or more	650	18	66	7
Total or average	4,400	22	749	28

a Percentages not shown where base represents fewer than 25 sample cases.

b In addition to having been employed during the survey week of each year, respondents must have been employed as wage and salary workers at the time of the 1967 and 1969 surveys.

c Also included in total are respondents in service and farm occupations, not shown separately.

An inverse relationship between wage rate and interfirm movement generally exists within occupation groups as well. Of particular interest is the white-black comparison for the white-collar category, where the considerably lower rate of interfirm mobility of blacks at the higher wage levels is most obvious. The pattern here lends further support to the argument that blacks tend to maintain their hold on the better jobs once they are able to obtain them, perhaps because of more restricted job opportunities elsewhere.

Job satisfaction Interfirm movement between 1967 and 1969 is strongly related to the degree of job satisfaction expressed by the respondents in 1967 (Table 3.6). The data here support our expectations that the dissatisfied would be more likely than the satisfied to change jobs, and that there would be a noticeable difference in mobility between the women who reported that they liked their jobs "very much" and those who said they liked their jobs "fairly well."

Table 3.6 Proportion Making Interfirm Changes, 1967 to 1969, by 1967 Attitude toward Job, and Color: Respondents Employed in 1967, 1968, and 1969

1967 attitude toward job	WHITES		BLACKS	
	Total number (thousands)	Percent interfirm changers	Total number (thousands)	Percent interfirm changers
Liked very much	3,514	20	458	21
Liked fairly well	1,320	28	257	34
Disliked[a]	186	34	62	50
Total or average	5,043	22	782	27

a Includes both respondents who reported that they disliked their 1967 jobs "somewhat" and those who reported that they disliked them "very much."

Although few of the respondents reported they disliked their jobs (only about 4 percent of whites and 8 percent of blacks), those who in 1967 had indicated that they disliked their jobs were decidedly more likely to have moved to a different firm by 1969 than were those who had indicated that they liked their 1967 jobs. Among whites, 34 percent of the dissatisfied made moves while only 20 percent of those who liked their jobs very much and 28 percent who liked their jobs fairly well changed employers. For the blacks, exactly one-half of those who disliked their jobs moved, in contrast to 21 percent of those who liked their jobs very much, and 34 percent of those who liked them fairly well.

Pursuing the differences between the latter two groups, similar distinctions were found when 1967 occupation was controlled, and again when length of service in 1967 job was controlled (Table 3A-4). For whites, a similar relationship obtained among white-collar and blue-collar workers, although not among respondents in the nondomestic services. For black women, it is the blue-collar group which does not conform to the overall picture. Within each tenure category, those with less favorable attitudes were more likely to have changed jobs, although the differential tends to diminish with increasing length of service.

Job attachment In the initial (1967) survey, employed respondents were asked the following question: "Suppose someone in this area offered you a job in the same line of work you're in now. How much would the new job have to pay for you to be willing to take it?" This question was designed to measure propensity to respond to perceived wage differentials among jobs. Propensity to move was hypothesized to be related to, but nevertheless distinct from, the degree of satisfaction with the current job, and this hypothesis is supported.[9] If the question involving the hypothetical job offer is in fact a valid measure of propensity to change jobs in response to perceived differentials in "net economic advantage," one would expect this mobility measure to be related to the probability of voluntary job change. While considerable ambiguity is introduced into the analysis by our inability to separate voluntary from involuntary job changers, the predictive power of the mobility measure still may be tested with the available data.

To begin to test the model, we show in Table 3.7 the relationship between propensity to move and degree of actual interfirm mobility between 1967 and 1969, controlling for length of service in 1967 job. Those whose 1967 propensity to move was lowest (i.e., the "immobile") consistently have lower rates of mobility than do either of the other two groups (the "moderately mobile" or the "highly mobile"). Moreover, except for whites with less than three years of service, when tenure in 1967 job is controlled, the relationship between propensity to move and actual movement is monotonic and in the expected direction. In general, then, the hypothesized relationship obtained.

Comparison of marital status, 1967 and 1969 Thus far, the correlates of interfirm movement that have been considered have been characteristics of respondents' jobs or their attitudes thereto. At this point, we turn to two personal characteristics of the respondents--changes in marital status and changes in health. In the case of the former, a change (e.g., marriage) may bring about a geographic move and thereby an employer change, or it may permit a woman to change from full-time to part-time work, a move which might be accompanied by an interfirm shift.

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9 Shea et al., Dual Careers, 1:205-07.

Table 3.7 Proportion Making Interfirm Changes, 1967 to 1969, by Length of Service in 1967 Job, 1967 Propensity to Move,[b] and Color: Respondents Employed in 1967, 1968, and 1969

Length of service in 1967 job, and 1967 propensity to move[b]	WHITES		BLACKS	
	Total number (thousands)	Percent interfirm changers	Total number (thousands)	Percent interfirm changers
Less than 3 years				
Highly mobile[c]	328	29	30	a
Moderately mobile[d]	822	40	177	32
Immobile[e]	708	27	66	28
Total or average[f]	2,160	34	333	34
3 or more years				
Highly mobile[c]	342	18	45	27
Moderately mobile[d]	1,050	16	244	20
Immobile[e]	1,052	10	91	16
Total or average[f]	2,868	14	445	22
Total				
Highly mobile[c]	670	23	75	30
Moderately mobile[d]	1,879	27	420	26
Immobile[e]	1,766	18	159	21
Total or average[f]	5,043	24	782	27

a Percentage not shown where base represents fewer than 25 sample cases.
b A respondent's "propensity to move" was determined from her answer to a question designed to measure propensity to respond to perceived wage differentials among jobs. For a more detailed description of this variable, see p. 56 , supra.
c Would change jobs for less than 10 percent wage increase.
d Would change jobs for wage increase of 10 percent or more.
e Would not change jobs for any conceivable wage increase.
f Total includes those undecided about job mobility.

In other words, it was anticipated that interfirm mobility and changes in marital status would be related. We expected that women who were married in both years would be less mobile than those who underwent some change in marital status during the period or who remained nonmarried.[10] Our expectations were met. Twenty-one percent of the white women who were married in both years changed employers, as compared to 24 percent of those nonmarried in both years and 35 percent of those whose marital status changed (Table 3.8). The same relationship, though less pronounced, holds among the blacks.

Table 3.8 Proportion Making Interfirm Changes, 1967 to 1969, by Comparison of Marital Status, 1967 and 1969, and Color: Respondents Employed in 1967, 1968, and 1969

Comparison of marital status, 1967-1969	Total number (thousands)	Percent interfirm changers
	WHITES	
Married both years[a]	3,694	21
Nonmarried both years[b]	1,078	24
Marital status change, 1967-1969	270	35
Total or average	5,043	22
	BLACKS	
Married both years[a]	413	26
Nonmarried both years[b]	308	28
Marital status change, 1967-1969	62	32
Total or average	782	27

a For meaning of "married," refer to text footnote 10.

b Only those nonmarried who made no intracategory changes are included. Respondents who, e.g., were "married, spouse absent" in 1967 and "divorced" in 1969 would be excluded and would appear in the category "marital status change, 1967-1969."

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10 The term "married" refers to respondents who are married, spouse present. "Nonmarried" refers to respondents who are never married, widowed, divorced, separated, or married, spouse absent.

Comparison of respondent's health, 1967 and 1969[11] The probability of making an interfirm movement logically should be affected by a change in health status. Improved health may permit some women to do different kinds of work, to work longer hours, and therefore to consider a wider set of potential employers, even within a given labor market area. Better health should also increase a woman's attractiveness to potential employers. Women whose health deteriorates may have to seek less physically demanding work, necessitating a change in employers.

The data are consistent with these speculations, at least among the whites (Table 3.9).[12] Interfirm mobility was highest among respondents who said their health improved between 1967 and 1969: 48 and 30 percent, respectively, for those who in 1967 had indicated that their health limited their work activity and for those who had reported no work limitations arising out of their health conditions. Further, women whose health had improved by 1969 after having limited their work activities in 1967 experienced the highest mobility rate, and respondents who reported no change in health were least likely to have changed jobs by 1969 (20 percent, irrespective of 1967 health status). Women who reported a decline in health between 1967 and 1969 showed higher mobility than those whose health remained constant, although the number of sample cases in this category permits us to make statements only with respect to those respondents whose health in 1967 had placed no limits on their work activity at that time.

The pattern for black women is less consistent with our expectations. The least mobile were those whose health, while having imposed no work limitations in 1967, had yet improved by 1969. Mobility was highest for those whose health had limited their work in 1967 and had not changed by 1969. These intercolor variations may reflect differentials in the effects of health and of changes in health on white versus black mobility. They may also be the result of differences in the way in which white women and black women assess their health conditions--both at a moment in time and over time.

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11 In 1967 the respondents were asked: "Does your health or physical condition - (a) Keep you from a job for pay? (b) Limit the kind of work you can do? (c) Limit the amount of work you can do? (d) Limit the amount of housework you can do?" In 1969 they were asked: "Would you say your health or physical condition is better, about the same, or worse than two years ago?" Inasmuch as the universe under consideration includes only those respondents employed in both of these years, respondents whose 1967 health prevented their working are not included here.

12 Admittedly, however, we cannot rule out the possibility that the direction of causation is the opposite of that which we have suggested. That is, it is not inconceivable that self-reported changes in health may be affected by a change of employers.

Table 3.9 Proportion Making Interfirm Changes, 1967 to 1969, by Comparison of Health, 1967 and 1969, and Color: Respondents Employed in 1967, 1968, and 1969

Comparison of health, 1967 to 1969	WHITES		BLACKS	
	Total number (thousands)	Percent interfirm changers	Total number (thousands)	Percent interfirm changers
Limited work, 1967				
Better 1969	151	48	20	a
Same 1969	409	20	47	37
Worse 1969	65	a	12	a
Total or average	625	26	79	25
Did not limit work, 1967				
Better 1969	619	30	78	21
Same 1969	3,440	20	572	28
Worse 1969	343	26	53	35
Total or average	4,397	22	703	28
Total	5,043	22	782	27

a Percentages not shown when base represents fewer than 25 sample cases.

Consequences of Interfirm Mobility

Change in rate of pay, 1967 to 1969 In interpreting the relationship between interfirm movement and changes in rate of pay between 1967 and 1969, it must be kept in mind that the interfirm changes under consideration include involuntary as well as voluntary shifts. While we can examine the apparent monetary benefits from job change, we are not in a position to infer much about the reasons for movement. Lower-wage workers are more likely than higher-wage workers to make voluntary as well as involuntary shifts. Despite this difficulty, controlling for rate of pay in 1967, it is worth emphasizing that movers experienced greater absolute gains in rate of pay than did nonmovers, except in the case of whites earning $3.00 per hour or more in 1967 (Table 3.10).

Change in job satisfaction, 1967 to 1969 An important psychological dimension of interfirm movement is its association with a change in the level of job satisfaction. It is reasonable to hypothesize a positive association between interfirm movement and increased job satisfaction, since as pointed out earlier in this chapter, those less than fully satisfied in their 1967 positions were more likely to have moved than those who liked their jobs very much. Our inability to separate the voluntary from the involuntary changers, however, precludes us from making confident interpretations of some of the associations here described.

Among whites, job changers were overwhelmingly more likely than nonchangers to have reported an increase in job satisfaction (Table 3.11). Basically, the same pattern holds within the two occupation groups shown. Furthermore, among white-collar workers, movers were also somewhat more likely to have said that they felt a decrease in job satisfaction over the period. The proportions of both groups expressing decreased satisfaction were substantially smaller, however, than those expressing increased satisfaction. As expected, a large segment--particularly among nonmovers--said they felt the same toward their jobs in 1969 as they had in 1967.

The overall pattern is essentially the same for blacks as for whites, except that blacks are less likely than whites to have reported increased job satisfaction and more likely to have reported no change in satisfaction. This difference probably reflects both an intercolor differential in the types of alternative jobs available to the respondents, and an intercolor differential in the incidence of involuntary separations.

IV SUMMARY

This chapter has examined the extent and character of changes in job status over a two-year period on the part of women who were 30 to 44 years of age in 1967. In all cases, respondents were employed in both 1967 and 1969, and in most cases they were employed in 1968 as well.

Table 3.10 Mean Changes in Rate of Pay 1967 to 1969, by 1967 Rate of Pay, Interfirm Mobility 1967 to 1969, and Color: Respondents Employed in 1967, 1968, and 1969[b]

1967 rate of pay and interfirm movement, 1967-1969	Total number (thousands)	Mean change in rate of pay, 1967 to 1969 ($ per hour)
	WHITES	
Less than $1.25		
Interfirm move	86	$ .44
No interfirm move	179	.31
$1.25-1.49		
Interfirm move	145	.37
No interfirm move	216	.30
$1.50-1.99		
Interfirm move	244	.43
No interfirm move	881	.36
$2.00-2.99		
Interfirm move	299	.45
No interfirm move	1,387	.43
$3.00 or more		
Interfirm move	114	.22
No interfirm move	527	.26
Total or average		
Interfirm move	935	.40
No interfirm move	3,374	.37
	BLACKS	
Less than $1.25		
Interfirm move	61	$ .38
No interfirm move	100	.34
$1.25-1.49		
Interfirm move	32	a
No interfirm move	71	.33
$1.50-1.99		
Interfirm move	30	a
No interfirm move	114	.50
$2.00-2.99		
Interfirm move	32	a
No interfirm move	136	.36
$3.00 or more		
Interfirm move	5	a
No interfirm move	62	.85
Total or average		
Interfirm move	199	.32
No interfirm move	513	.43

a Percentages not shown when base represents fewer than 25 sample cases.

b In addition to having been employed during the survey week of each year, respondents must have been employed as wage and salary workers at the time of the 1967 and 1969 surveys.

Table 3.11 Change in Attitude toward Job, 1967 to 1969, by 1967 Occupation, Interfirm Mobility, 1967 to 1969, and Color: Respondents Employed in 1967, 1968, and 1969

(Percentage distribution)

1967 occupation and change in attitude toward job, 1967 to 1969	Interfirm change 1967 to 1969	No interfirm change 1967 to 1969
	WHITES	
White collar		
Liked 1969 job better	48	20
Liked 1969 job same	40	73
Liked 1969 job less	13	7
Total percent	100	100
Total number (thousands)	699	2,625
Blue collar		
Liked 1969 job better	48	14
Liked 1969 job same	50	78
Liked 1969 job less	3	8
Total percent	100	100
Total number (thousands)	167	755
Total[b]		
Liked 1969 job better	49	17
Liked 1969 job same	40	76
Liked 1969 job less	12	7
Total percent	100	100
Total number (thousands)	1,098	3,831
	BLACKS	
White collar		
Liked 1969 job better	38	23
Liked 1969 job same	50	73
Liked 1969 job less	12	4
Total percent	100	100
Total number (thousands)	48	200
Blue collar		
Liked 1969 job better		16
Liked 1969 job same	a	81
Liked 1969 job less		3
Total percent		100
Total number (thousands)	31	137
Total[b]		
Liked 1969 job better	34	18
Liked 1969 job same	53	78
Liked 1969 job less	12	4
Total percent	100	100
Total number (thousands)	203	540

a Percentages not shown when base represents fewer than 25 sample cases.

b Total also includes domestic service, nondomestic service, and farm occupations not shown separately.

On average, both white and black women experienced increases in money wage rates over the period. It is particularly noteworthy that blacks tended to fare somewhat better than whites. Among wage and salary workers the intercolor gap in hourly rate of pay declined by about 4 percentage points; by 1969, black women in the cohort had hourly earnings that were 84 percent of tne level for white women. Not only did wage rates increase, but also women reported that they felt better about their jobs. Three times as many women employed in both 1967 and 1969 said they liked their jobs "better" than "worse," although over two-thirds of the group reported their reaction as "about the same."

Among women employed at the time of all three surveys (1967, 1968, and 1969), just over one-fifth of the white and slightly over one-fourth of the black made at least one change of employer, either voluntarily or involuntarily. The incidence of movement varied considerably, according to economic and social characteristics of the women. The chief variations by occupation were that black women in professional and technical occupations were particularly immobile, while blacks in clerical and domestic service jobs and whites in nondomestic service jobs had above-average mobility rates. A clear inverse relationship emerged between employer shifts over the period 1967 to 1969 and length of service in 1967 job. Women whose 1967 rates of pay were low and women who reported low job satisfaction in 1967 were more likely to change employers than were those who had earned higher wages and who had held more favorable attitudes toward their jobs. For both whites and blacks, women who previously had been identified as having a high propensity to be mobile did in fact make interfirm moves with more frequency than did those who had shown greater attachment to their 1967 employer. Changes in marital status tended to be positively associated with interfirm changes, especially for the whites. Also, for both color groups improved health during the two-year period was associated with a high rate of interfirm movement.

Despite the fact that the data lump voluntary and involuntary movement together, job changes made by the women in this age cohort appear to be functional. In general, movers fared better than nonmovers in terms of both changes in rate of pay and changes in job satisfaction.

Table 3A-1 Observed Rates of Geographic Movement, 1968 to 1969, by Color: Respondents Employed in 1967, 1968 and 1969

(Percentage distribution)

Geographic mobility 1968 to 1969	WHITES		BLACKS	
	Total number (thousands)	Percent	Total number (thousands)	Percent
Movers	92	1.8	4	0.5
Nonmovers	4,951	98.2	778	99.5
Total	5,043	100.0	782	100.0

Table 3A-2 Percentage of Women Employed in Professional and Managerial Occupations in 1964 and 1968 who Were College Graduates, by Color

Year	White		Negro and other races	
	Total number (thousands)	Percent college graduates	Total number (thousands)	Percent college graduates
1964	2,107	82.7	166	72.9
1968	2,599	85.5	280	82.1
Percentage change	+23%	+2.8	+69%	+9.2

Source: Manpower Report of the President, 1970, Table 5, p. 182.

Table 3A-3 Mean Years of Service in 1967 Job, by 1967 Occupation, Comparative Job Status, 1967 to 1969, and Color: Respondents Employed in 1967, 1968, and 1969[a]

1967 occupation and comparatave job status, 1967 to 1969	WHITES		BLACKS	
	Total number (thousands)	Mean years of service in 1967 job	Total number (thousands)	Mean years of service in 1967 job
White collar[c]				
Same employer	2,625	6.5	200	7.1
Different employer	699	3.6	48	4.4
Professional, technical				
Same employer	663	6.4	95	8.4
Different employer	195	4.9	3	b
Clerical				
Same employer	1,489	6.6	91	5.8
Different employer	402	3.0	37	3.4
Blue collar				
Same employer	755	5.5	137	5.2
Different employer	167	4.9	30	b
Domestic service				
Same employer	19	b	38	7.0
Different employer	18	b	75	4.5
Nondomestic service				
Same employer	375	3.5	161	4.8
Different employer	198	2.5	46	5.1
Total or average[d]				
Same employer	3,831	6.2	540	6.0
Different employer	1,098	3.7	203	5.3

a Excludes respondents for whom comparative job status was not ascertained.
b Percentages not shown where base represents fewer than 25 sample cases.
c Includes managerial and sales categories in addition to categories shown.
d Also included in total are respondents in farm occupations not shown separately.

Table 3A-4 Proportion Making Interfirm Changes, 1967 to 1969, by 1967 Attitude toward Job, Selected Job Status Characteristics, and Color: Respondents Employed in 1967, 1968, and 1969[a]

1967 occupation, length of service, and attitude toward job	WHITES		BLACKS	
	Total number (thousands)	Percent interfirm changers	Total number (thousands)	Percent interfirm changers
1967 occupation				
White collar[c]				
Liked very much	2,545	18	169	10
Liked fairly well	756	30	67	36
Professional, technical				
Liked very much	741	19	83	3
Liked fairly well	118	39	14	b
Clerical				
Liked very much	1,390	18	78	19
Liked fairly well	497	29	44	46
Blue collar				
Liked very much	521	12	86	16
Liked fairly well	348	25	71	11
Domestic service				
Liked very much	9	b	62	62
Liked fairly well	19	b	46	68
Nondomestic service				
Liked very much	402	38	139	20
Liked fairly well	156	25	68	28
Total or average[d]				
Liked very much	3,514	20	458	21
Liked fairly well	1,320	28	257	34
Length of service in 1967 job				
Less than 1 year				
Liked very much	376	34	59	34
Liked fairly well	152	50	28	b
1-2 years				
Liked very much	1,084	28	155	24
Liked fairly well	445	38	64	45
3 years or more				
Liked very much	2,044	12	230	16
Liked fairly well	724	17	150	24
Total or average				
Liked very much	3,514	20	458	21
Liked fairly well	1,320	28	257	34

a Excludes respondents for whom attitude toward job was not ascertained.
b Percentages not shown when base represents fewer than 25 sample cases.
c In addition to professional, technical, and clerical workers, total white-collar includes respondents in managerial and sales categories not shown separately.
d Also included in total are respondents in farm occupations not shown separately.

CHAPTER FOUR*

SUMMARY AND CONCLUSIONS

Essentially three topics have been considered in this volume, the second report on a cohort of 5,083 women who were first interviewed in mid-1967, contacted by mail in 1968, and reinterviewed for the first time in 1969: changes in labor force participation; interfirm mobility; and changes in job satisfaction and in rate of pay. Except for Chapter 1, summaries have been provided at the end of each chapter. Thus, only selected findings are highlighted here, and the emphasis is on their possible implications for public policy and for the way in which we view the labor market behavior of adult women.

I CHANGES IN LABOR FORCE PARTICIPATION

Changes over the two-year period 1967 to 1969 in the labor force participation of women who were between 32 and 46 years of age in the latter year should be considered against the backdrop of changing social norms and cyclical variation in economic activity. Economic conditions improved considerably over the two-year period, as evidenced by reductions in both CPS and LGT unemployment rates. For this and other reasons, including underlying trend phenomena, the labor force participation rate of white women in the cohort increased from 47.4 to 51.0 percent, while the rate for black women remained steady at 67.4 percent.[1]

It is reasonable to expect changes in marital status to be related systematically to changes in labor force participation among adult women, and to some extent we found this to be true. Among both blacks and whites, those who changed marital status from widowed, divorced, separated, or married, spouse absent, to married, spouse present, experienced a reduction in labor force participation relative to the

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* This chapter was written by John R. Shea.

1 Of course, net changes hide substantial gross flows into and out of the labor force. Ignoring entry and exit during the intervening time period, 11 percent of the white women and 9 percent of the black were out of the labor force in the 1967 survey week but in the labor force in 1969. In the reverse situation (i.e., in-to-out) were 7 percent of the whites and 9 percent of the blacks.

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overall average, but the decline was modest, suggesting that any adjustment, in this direction at least, may extend well beyond a short, two-year period. On the other hand, black women who went from "married" to "nonmarried" over the period displayed a fairly sizeable reduction in labor force participation, while whites experienced a substantial rise.[2] The latter change is the one we had expected on *a priori* grounds. The former relationship warrants further investigation.

Labor supply models for married women generally include a measure of the need for services in the home, and the proxy for a "home wage rate" generally is constructed on the basis of the presence of children of preschool age. Such a variable has had a great deal of explanatory power in past cross-sectional analyses. In this regard, white women with no children under six years of age in 1967 but with at least one child under six in 1969 (2 percent of those married both years) show a decrease in labor force participation of 11 percentage points.[3] On the other hand, both blacks and whites who had one or more children under six years of age in the first survey but no children under six in the second (12 percent of the blacks and 13 percent of the whites) manifest an increase in labor force participation of slightly over 7 percentage points. Thus, the longitudinal data quite strongly demonstrate the deterrent effect of young children on mothers' labor force participation and the validity of the models that use the presence of preschool-age children as a proxy for "home wage rate."

Our findings provide some indication of the probable short-run effects that a widespread expansion of child-care services might have on the labor supply of women in this age cohort. In general, the "effect" would undoubtedly be somewhat less than that suggested by the percentages cited in the paragraph above, particularly if the hours of child care provided were not consistent with hours of work and if costs were high. Other barriers include the widely held cultural norm that stresses the importance of maternal care of infants. Thus, in the absence of a sharp shift in social values and practices, readily accessible child-care services would probably increase the labor force participation

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2 "Married" refers to married, spouse present. "Nonmarried" in this context includes widowed, divorced, separated, and married, spouse absent, but not never-married; elsewhere in the report, the term "nonmarried" usually includes this group as well. Unless otherwise noted, the reader may assume that the remaining statements in this section apply only to women married in both years.

3 There are inadequate sample cases to permit a parallel statement for blacks; less than 3 percent of those married both years were in this comparative child status category.

rate of 32- to 46-year-old married women by very little. Interestingly enough, among white women in our cohort, the increase in participation coinciding with the youngest child reaching age six is associated solely with respondents whose husbands were in white-collar jobs. Thus, among married white women at least, the greater availability of quality child-care services (assuming they were made available to all income groups) would perhaps have its biggest impact on the participation of those in relatively well-to-do families.

One would expect that changes in the experience of other family members--for example, in the labor market activity and health status of husbands, and in the number of children attending college--would influence the decision of married women to be in the labor force. Among black women in our cohort (but not white) who were married in both years, there was, on average, a counter-balancing change in the participation of husbands and wives. Moreover, we have uncovered a fairly strong positive relationship between change in number of children in college and change in participation rate.

Controlling for the comparative age composition of children at home, several personal characteristics of respondents were found to be related to changes in labor force participation. Among women married in both years, there is a positive and monotonic relationship between changes in labor force participation rate and highest year of school completed. Indeed, the only reduction in participation occurred among blacks with less than 12 years of schooling, a group that had lower-than-average activity rates in both years. We suspect, on the basis of this finding and two others that will be discussed shortly, that the 1967 to 1969 change in participation may reflect an exceptionally favorable demand for well-trained women over the period.[4]

With respect to age and change in health status, the pattern of change in labor force participation varies by color. For example, among black women married in both years, the participation rate of women 32 to 36 years of age increased rather dramatically, while the rate decreased or remained constant for the two older age groups in this cohort (37 to 41 and 42 to 46).[5] Among whites there was no consistent pattern

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4 Expansion of welfare rolls as a possible explanation for a relative decline in the participation of women with less than 12 years of schooling is not especially plausible because the relationship holds for women married in both years. Deterioration in health is a possible explanation, although the pattern of change in wage rates, a topic discussed in Section III, offers additional justification for the "labor demand" argument.

5 Younger women are generally better educated and are in better health than their older counterparts. Thus, a rapid deterioration of health by age among black women might account, in part, for the relationships. Of course, a differential labor demand for well-trained women, especially blacks, might also explain the association.

by age. A reported deterioration of health (i.e., worse in 1969 than in 1967) coincides with a reduction in labor force participation rates, controlling for initial health status; and among the white women married in both years who said their health was "better" and whose health prevented or limited their working in 1967, there was a sizeable increase in labor force participation. Among blacks who said their health was "better" and whose health did not affect their work in 1967, there was also a large gain. We suspect that there may be considerable measurement error in our 1969 health question, since it asks women to compare their current health retrospectively with what it was two years earlier. We are particularly suspicious of a report of "better" health for those who reported no health limitations earlier. In this instance, a feeling of "general well-being" or "satisfaction" may be showing up as a reported change in health status.

The 1969 survey has provided our first opportunity to test the predictive power of several attitudinal measures taken in the first round of interviews. Among married women who were employed in 1967, there is a modest relationship between leaving the labor force between 1967 and 1969 and less-than-high satisfaction with their work in 1967. At the same time, among married women who were outside the labor force in the earlier year, expected activity in five years was highly predictive even over a two-year span. Approximately twice as many women who said they would be "working" in five years as those who said "staying home" actually were in the labor force two years later. In addition, among all married women, attitude toward the propriety of mothers of school-age children working and perception of husbands' attitude were strongly predictive of movement in or out of the labor force, although the measures were associated with change in the participation rate of the whites only.

II INTERFIRM MOBILITY AND ITS CORRELATES

Within the cohort of women 32 to 46 years of age in 1969, high rates of interfirm movement are associated systematically with a variety of labor market and personal variables.[6] Overall, approximately one-fifth of the white women and one-fourth of their black counterparts had

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6 Regrettably, we have no information at this time concerning whether employer shifts were voluntary or involuntary. This subject will be explored retrospectively at a later date. Moreover, our measure of job change undoubtedly understates the number of persons who experienced at least one move, because the analysis has been restricted to those who were employed (1) at the time of both interviews and (2) when reached by mail questionnaire in 1968.

different employers in 1969 than in 1967. The incidence of movement was quite high for white nondomestic service workers and for black women employed in clerical positions or (especially) as domestic servants. High rates of movement also were associated with short lengths of service in 1967 job, with a low rate of pay at that time, and with having been either "dissatisfied" or "less than highly satisfied" with the earlier job. This latter relationship holds within major occupational groups and within length-of-service categories. In the initial survey employed women were asked to specify the conditions (if any) under which they would accept a hypothetical job offer in the same line of work with a different employer in the same local labor market area. For white women with more than three years of service in their 1967 job, there is a positive, monotonic relationship between having reported a "high propensity to move" in 1967 and actual movement between 1967 and 1969.[7]

To the extent that movement is voluntary and functional in the sense of leading to greater satisfaction on the part of workers as well as to a more efficient allocation of society's resources, one would anticipate greater gains in rate of pay and in job satisfaction for movers than for nonmovers. Those who were "less than highly satisfied" and those who were receiving low hourly wage rates in 1967 are more likely than other workers to have moved. More importantly, with the exception of white women who were earning at least $3.00 an hour in 1967, interfirm movers experienced, on the average, a greater cents-per-hour gain than did nonmovers within each pay rate category for which there were sufficient observations to permit a comparison. In addition, those who changed jobs were more likely than nonchangers to have experienced a shift in their attitude toward their employer, either positively or negatively. Most said that they liked their jobs "better"; some said "worse." Thus, there is a suggestion that some of the movement which took place between 1967 and 1969 was involuntary and at least personally dysfunctional. Nevertheless, those who changed jobs were considerably more likely than nonchangers to have said that they liked their 1969 job "better" than their job in 1967.

While the direction of causal influence is not at all clear, white women (but not black) who experienced a change in marital status between the two survey dates were considerably more likely than those married in both years to have changed employers. Those who reported a change in

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7 We have used terms such as "job change," "employer shift," and "interfirm movement" interchangeably to refer to having reported a different employer in the two terminal years, 1967 and 1969. "Employer" includes not only affiliation with establishments but self-employment and unpaid family worker status as well.

health status were also more likely than others to have changed jobs. Since this observation applies to women who were employed in 1967, 1968, and 1969, it obviously excludes from consideration those women in very poor health--i.e., those whose health prevented their working.[8]

III CHANGES IN JOB SATISFACTION AND IN RATE OF PAY

There was a rather substantial narrowing of the intercolor hourly wage differential between 1967 and 1969 for women employed as wage and salary workers in both years. Both blacks and whites experienced an increase in average hourly wage rate of nearly $0.40. Blacks earned 20 percent less than their white counterparts in 1967; the gap narrowed to 16 percent by 1969.

Women in professional and managerial occupations experienced both the largest absolute and the largest percentage increases in mean rate of pay. Apparently there was a heavy labor market demand for professional and managerial workers. Efforts to close the male-female wage differential may also have been meeting with some success. As pointed out earlier, women with high levels of educational attainment experienced the biggest changes in labor force participation. The very dramatic increase in rate of pay for black professional and managerial workers may be a consequence, at least in part, of equal employment efforts for both blacks and women over the period in question.

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8 The analysis in Chapter III has been restricted to women who were employed in 1967 and 1969 (and, in most cases, 1968 as well). Very few of the respondents in either color group moved geographically, where movement was defined as a change in county or SMSA of residence. Indeed, the numbers are so small as to preclude any detailed analysis of movers versus nonmovers. Less than 2 percent of the whites and only one-half of 1 percent of the blacks employed at all three survey dates moved geographically between 1968 and 1969. (See Table 3A-1.)

APPENDIXES

APPENDIX A

GLOSSARY

AGE

Age of the respondent as of her last birthday prior to April 1, 1969.

AGES OF CHILDREN LIVING AT HOME

Respondents were divided into three categories according to the presence (or absence) of children in the home at the time of the survey:

No Children under 18

Includes all women with no children under the age of 18 living at home, irrespective of the possible presence of older children or the existence of children not residing with the respondent.

Children 6 to 17, None Younger

Includes all women with one or more children between 6 and 17 years of age but no younger children living at home, irrespective of the possible presence of older children or the existence of children not residing with the respondent.

Children under Six

Includes all women with one or more children under six years of age living at home, irrespective of the possible presence of older children or the existence of children not residing with the respondent.

ATTITUDE TOWARD THE PROPRIETY OF MOTHERS WORKING, 1967

This attitudinal measure is based on responses to a series of three questions postulating the employment of a married woman with school-age children under specified conditions: (1) if it is absolutely necessary to make ends meet; (2) if she wants to work and her husband agrees; and (3) if she wants to work, even if her husband does not particularly like the idea.

CLASS OF WORKER

Wage and Salary Worker

A person working for a rate of pay per time-unit, commission, tips, payment in kind, or piece rates for a private employer or any government unit.

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Self-employed Worker

A person working in her own unincorporated business, profession, or trade, or operating a farm for profit or fees.

Unpaid Family Worker

A person working without pay on a farm or in a business operated by a member of the household to whom she is related by blood or marriage.

COLOR

The term "blacks" refers exclusively to Negroes; "whites" refers to Caucasians. Nonblack nonwhites are not included in this report.

COMPARATIVE HEALTH STATUS, 1967 AND 1969

The respondent's evaluation of whether her health or physical condition in 1969 was "better," "about the same," or "worse" than in 1967.

COMPARATIVE JOB SATISFACTION, 1967 AND 1969

Whether the respondent says she likes her current job more than, the same as, or less than the job she held at the time of the 1967 survey (regardless of whether it was the same or a different job).

COMPARATIVE JOB STATUS, 1967 AND 1969

A comparison of employer for respondents employed at the time of the 1967 and 1969 interviews.

EMPLOYED: See LABOR FORCE AND EMPLOYMENT STATUS

GEOGRAPHIC MOVEMENT

Whether in 1969 a woman lived in a different SMSA or county from that in which she lived in 1968.

HEALTH CONDITION

Respondent's assessment in 1967 of whether her health or physical condition (1) keeps her from working for pay; (2) limits the kind of work she can do; (3) limits the amount of work she can do; or (4) limits the amount of housework she can do. If the answer to any of these questions is"yes," the nature of the limitation is ascertained. When health is compared over the 1967-1969 period, the information is gathered by means of a question asking whether the respondent's health in 1969 was "better, about the same, or worse than two years ago?"

HIGHEST YEAR OF SCHOOL COMPLETED

The highest grade finished by the respondent in "regular" school by 1967, where years of college completed are denoted 13, 14, 15, etc. "Regular" schools include graded public, private, and parochial elementary and high schools; colleges; universities; and professional schools.

HOURLY RATE OF PAY

Usual gross rate of compensation per hour on current (or last) job held by wage and salary workers. If a time unit other than an hour was reported, hourly rates were computed by first converting the reported figure into a weekly rate and then dividing by the number of hours usually worked per week on that job.

JOB

A continuous period of service with a given employer.

Current or Last Job

For respondents who were employed during the survey week, the job held during the survey week. For respondents who were either unemployed or not in the labor force during the survey week, the most recent job.

JOB ATTACHMENT IN 1967

Relative increase in rate of pay for which an employed respondent would be willing to accept a hypothetical offer of employment in the same line of work with a different employer in the same area.

JOB SATISFACTION IN 1967

Respondent's report of her feelings toward her job when confronted with the following four alternatives: "like it very much," "like it fairly well," "dislike it somewhat," "dislike it very much."

LABOR FORCE AND EMPLOYMENT STATUS

In the Labor Force

All respondents who were either employed or unemployed during the survey week.

Employed

All respondents who during the survey week were either (1) "at work"--those who did any work for pay or profit or worked without pay for 15 or more hours on a family farm or business; or (2) "with a job but not at work"--those who did not work and were not looking for work, but had a job or business from which they were temporarily absent because of vacation, illness, industrial dispute, bad weather, or because they were taking time off for various other reasons.

Unemployed

All respondents who did not work at all during the survey week and either were looking or had looked for a job in the four-week period prior to the survey; all respondents who did not work at all during the survey week and were waiting to be recalled to a job from which they were laid off; and all respondents who did not work at all during the survey week and were waiting to report to a new job within 30 days.

Not in the Labor Force

All respondents who were neither employed nor unemployed during the survey week.

LABOR FORCE PARTICIPATION RATE

The proportion of the total civilian noninstitutional population or of a demographic subgroup of that population classified as "in the labor force."

LENGTH OF SERVICE IN CURRENT (LAST) JOB, 1967

The total number of years spent by the respondent in her current (or most recent) job.

MARITAL STATUS

Respondents were classified into the following categories: married, husband present; married, husband absent; divorced; separated; widowed; and never married. When the term "married" is used in this report, it includes the first of these categories. Unless otherwise specified, the term "nonmarried" is used to refer to all categories except married, husband present. The term "ever married" includes all categories with the exception of the never married.

NOT IN LABOR FORCE: See LABOR FORCE AND EMPLOYMENT STATUS

OCCUPATION

The major occupation groups are the one-digit classes used by the Bureau of the Census in the 1960 Census of Population. In addition, we break the service workers into two groups, domestic and nondomestic.

OCCUPATIONAL TRAINING SINCE 1967 SURVEY

Program(s) taken outside the regular school system for other than social or recreational purposes. Sponsoring agents include government, unions, and business enterprises. Informal on-the-job training is not included.

REGULAR SCHOOL

"Regular" schools include graded public, private, and parochial elementary and high schools; colleges; universities and professional schools.

SELF-EMPLOYED: See CLASS OF WORKER

SURVEY WEEK

For convenience, the term "survey week" is used to denote the calendar week preceding the date of interview. In the conventional parlance of the Bureau of the Census, it means the "reference week."

TENURE: See LENGTH OF SERVICE IN CURRENT (LAST) JOB

UNEMPLOYED: See LABOR FORCE AND EMPLOYMENT STATUS

UNEMPLOYMENT RATE

The proportion of the labor force classified as unemployed.

UNPAID FAMILY WORKER: See CLASS OF WORKER

WAGE AND SALARY WORKER: See CLASS OF WORKER

WAGE RATE: See HOURLY RATE OF PAY

APPENDIX B

SAMPLING, INTERVIEWING AND ESTIMATING PROCEDURES*

The Survey of Work Experience of Women is one of the four longitudinal surveys sponsored by the Manpower Administration of the U.S. Department of Labor. Taken together these surveys comprise the National Longitudinal Surveys.

The 1969 survey was the second in a series of four interviews conducted for the Survey of Work Experience of Women. (In 1968 respondents were reached via a mailed questionnaire. Neither an interview nor a questionnaire was used in 1970.) The respondents, who were first interviewed in 1967, were between the ages of 32 and 46 at the time of the 1969 survey.

The Sample Design

The National Longitudinal Surveys are based on a multi-stage probability sample located in 235 sample areas comprising 485 counties and independent cities representing every State and the District of Columbia. The 235 sample areas were selected by grouping all of the nation's counties and independent cities into about 1,900 primary sampling units (PSU's) and further forming 235 strata of one or more PSU's that are relatively homogeneous according to socioeconomic characteristics. Within each of the strata a single PSU was selected to represent the stratum. Within each PSU a probability sample of housing units was selected to represent the civilian noninstitutionalized population.

Since one of the survey requirements was to provide separate reliable statistics for Negroes and other races, households in predominantly Negro and other race enumeration districts (ED's) were selected at a rate three times that for households in predominantly white ED's. The sample was designed to provide approximately 5,000 interviews for each of the four surveys--about 1,500 Negroes and other races and 3,500 whites. When this requirement was examined in light of the expected number of persons in each age-sex-color group it was found that approximately 42,000 households would be required in order to find the requisite number of Negroes and other races in each age-sex group.

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* This appendix was written by Robert Mangold, Chief, Longitudinal Survey Branch, Demographic Surveys Division, U. S. Bureau of Census.

An initial sample of about 42,000 housing units was selected and a screening interview took place in March and April 1966. Of this number about 7,500 units were found to be vacant, occupied by persons whose usual residence was elsewhere, changed from residential use, or demolished. On the other hand, about 900 additional units were found which had been created within existing living space or had been changed from what was previously nonresidential space. Thus, 35,360 housing units were available for interview; of these, usable information was collected for 34,662 households, a completion rate of 98.0 percent.

Following the initial interview and screening operation, the sample was rescreened in the fall of 1966, immediately prior to the first Survey of Work Experience of Males 14-24. For the rescreening operation, the sample was stratified by the presence or absence of a 14-24 year-old male in the household. The rescreened sample was used to designate 5,392 women age 30 to 44 to be interviewed for the Survey of Work Experience of Women. These were sampled differentially within four strata: whites in white ED's (i.e., ED's which contained predominantly white households), Negroes and other races in white ED's, whites in Negro and other race ED's, and Negroes and other races in Negro and other race ED's.

The Field Work

Three hundred twenty-five interviewers were assigned to the survey. Many of the procedures and the labor force and socioeconomic concepts used in this survey were identical or similar to those used in the Current Population Survey (CPS); by selecting a staff of interviewers with CPS experience, the quality of the interviewers was increased and the time and costs of the training were reduced.

The training program for the interviewers consisted of home study which included a set of exercises covering the procedures and concepts explained in the reference manual, supplemented by a day of classroom training conducted by a survey supervisor. The supervisor was provided with a "verbatim" training guide which included lecture material and a number of structured practice interviews which were designed to familiarize the interviewers with the questionnaire. All training materials were prepared by the Census Bureau staff and reviewed by the Manpower Administration and the Center for Human Resource Research of The Ohio State University. Twenty-six training sessions were held in twenty-three cities throughout the country. Professional staff members of the participating organizations observed the training sessions, and later, the actual interviewing.

Training began on April 21, 1969, and the interviewing immediately thereafter. The interviewing continued through the end of June. There were several reasons for the lengthy interview time period. First, the interviewers had to spend at least one week a month working on the CPS and various other surveys. Since a personal interview was required,

there were limited time periods during the day when many respondents were available for interview. Finally, a great deal of time was spent in locating respondents who had moved since the previous year's interview.

Of the 5,392 respondents originally selected for the sample, 5,083 cases were interviewed in 1967 for a completion rate of 94.3.

Summary, 1967 Survey (Initial Survey)

	Total sample selected	Total interviews	Noninterviews				
			Refusals	Unable to contact	Temporarily absent	Other	Total
Total number	5,392	5,083	128	159	9	13	309
Percent of workload	100.0	94.3	2.4	2.9	0.2	0.2	5.7
Percent of noninterviews			41.4	51.5	2.9	4.2	100.0

The 5,083 women who were interviewed in 1967 constituted the panel for the 1968 survey. The women who were not interviewed in 1967 were not included in the 1968 survey because there was no base year data for them. Twenty-two respondents died between the 1967 and 1968 surveys, leaving 5,061 women eligible to be interviewed for the 1968 survey. Interviews were obtained from 4,910 respondents for a completion rate of 97.0.

Summary, 1968 Survey (Second Survey)

	Total eligible for interview	Total interviews	Noninterviews				
			Refusals	Unable to contact	Temporarily absent	Other	Total
Total number	5,061	4,910	76	42	25	8	151
Percent of workload	100.0	97.0	1.5	0.8	0.5	0.2	3.0
Percent of noninterviews			50.3	27.8	16.6	5.3	100.0

Women who were not interviewed in 1967 were permanently dropped from the sample. However, if a woman was interviewed in 1967 but was not interviewed in 1968 for reasons other than refusal, another attempt was made to interview her in 1969. Of the 4,985 women eligible for interview in 1969 (5,061 minus 76 refusals in 1968), 13 died between the 1968 and 1969 surveys. Interviews were obtained from 4,712 of the remaining 4,972 cases for a completion rate of 94.8.

Summary, 1969 Survey (Third Survey)

	Total eligible for interview	Total interviews	Noninterviews				
			Refusals	Unable to contact	Temporarily absent	Other	Total
Total number	4,972	4,712	134	90	16	20	260
Percent of workload	100.0	94.8	2.7	1.8	0.3	0.4	5.2
Percent of noninterviews			51.5	34.6	6.2	7.7	100.0

A preliminary edit to check the quality of the completed questionnaires was done by the Data Collection Center staffs. This consisted of a "full edit" of each questionnaire returned by each interviewer. The editor reviewed the questionnaires from beginning to end, to determine if the entries were complete and consistent and whether the skip instructions were being followed.

The interviewer was contacted by phone concerning minor problems, and depending on the nature of the problem, was either merely told of her error and asked to contact the respondent for further information or for clarification, or, for more serious problems, was retrained, either totally or in part, and the questionnaire was returned to her for completion.

Estimating Methods

The estimation procedure adopted for this survey was a multi-stage ratio estimate. The first step was the assignment to each sample case of a basic weight which took into account the overrepresentation of Negro and other race strata, the rescreening procedure and the sampling fraction of the stratum from which it was selected. The sample drawn from the white stratum was selected at a six out of seven ratio, while no further selection was done for the sample from the Negro and other race stratum. Thus, from the Survey of Work Experience of Women 30 to 44 there were eight different base weights reflecting the differential sampling by color within stratum (i.e., white ED's versus Negro and other race ED's) during both the rescreening and selection operations.

1. Noninterview Adjustment

The weights for all interviewed persons were adjusted to the extent needed to account for persons for whom no information was obtained because of absence, refusals or unavailability for other reasons. This adjustment was made separately for each of sixteen groupings: Census region of residence (Northeast, North Central, South, West), by residence (urban, rural), by color (white, Negro and other races).

2. Ratio Estimates

The distribution of the population selected for the sample may differ somewhat, by chance, from that of the Nation as a whole, in such characteristics as age, color, sex, and residence. Since these population characteristics are closely correlated with the principal measurements made from the sample, the latter estimates can be substantially improved when weighted appropriately by the

known distribution of these population characteristics.[1] This was accomplished through two stages of ratio estimation, as follows:

a. First-Stage Ratio Estimation

This is a procedure in which the sample proportions were adjusted to the known 1960 Census data on the color-residence distribution of the population. This step took into account the differences existing at the time of the 1960 Census between the color-residence distribution for the Nation and for the sample areas.

b. Second-Stage Ratio Estimation

In this final step, the sample proportions were adjusted to independent current estimates of the civilian noninstitutionalized population by age and color. These estimates were prepared by carrying forward the most recent Census data (1960) to take account of subsequent aging of the population, mortality, and migration between the United States and other countries.[2] The adjustment was made by color within three age groupings: 30 to 34, 35 to 39, and 40 to 44.

After this step, each sample person has a weight which remains unchanged throughout the five-year life of the survey. The universe of study was thus fixed at the time of interview for the first cycle. No reweighting of the sample is made after subsequent cycles since the group of interviewed persons is an unbiased sample of the population group (in this case, civilian noninstitutionalized females age 30 to 44) in existence at the time of the first cycle only.

Coding and Editing

Most of the questionnaire required no coding, the data being punched directly from precoded boxes. However, the various job description questions used the Bureau's standard occupation and industry

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1 See U.S. Bureau of the Census, Technical Paper No. 7, "The Current Population Survey--A Report on Methodology," Washington, D.C., 1963, for a more detailed explanation of the preparation of estimates.

2 See U.S. Bureau of the Census, Current Population Reports, Series P-25, No. 352, Nov. 18, 1966, for a description of the methods used in preparing these independent population estimates.

codes that are used with the monthly CPS. Codes for the other "open end" questions were developed in conjunction with Ohio State from tallies of usually ten percent subsamples of the returns.

The consistency edits for the questionnaire were completed on the computer. For the parts of the questionnaire which were similar to the CPS a modified CPS edit was used. For all other sections separate consistency checks were performed. None of the edits included an allocation routine which was dependent on averages or random information from outside sources, since such allocated data could not be expected to be consistent with data from subsequent surveys. However, where the answer to a question was obvious from others in the questionnaire, the missing answer was entered on the tape. For example, if item 33a ("Will it be necessary for you to make any special arrangements for the care of your children, if you find a job?") was blank, but legitimate entries appeared in 33b ("What arrangements will you make?"), a "Yes" was inserted in 33a. In this case, only if 33a was marked "Yes," could 33b be filled; therefore, the assumption was made that either the key punch operator failed to punch the item or the interviewer failed to mark it.

Further, some of the status codes which depend on the answers to a number of different items were completed using only partial information. For example, the current employment status of the respondent (that is, whether he was employed, unemployed, or not in the labor force) is determined by the answers to a number of related questions. However, if one or more of these questions is not completed but the majority are filled and consistent with each other, the status is determined on the basis of the available answers. This procedure accounts for an artifically low count of "NA's" for certain items.

APPENDIX C

SAMPLING VARIATION

As in any survey based upon a sample, the data in this report are subject to sampling error, that is, variation attributable solely to the fact that they emerge from a sample rather than from a complete count of the population. Because the probabilities of a given individual's appearing in the sample are known, it is possible to estimate the sampling error, at least roughly. For example, it is possible to specify a "confidence interval" for each absolute figure or percentage, that is, the range within which the true value of the figure is likely to fall. For this purpose, the standard error of the statistic is generally used. One standard error on either side of a given statistic provides the range of values which has a two-thirds probability of including the true value. This probability increases to about 95 percent if a range of two standard errors is used.

Standard Errors of Percentages

In the case of percentages, the size of the standard error depends not only on the magnitude of the percentage, but also on the size of the base on which the percentage is computed. Thus, the standard error of 80 percent may be only 1 percentage point when the base is the total number of white women, but as much as 8 or 9 percentage points when the base is the total number of unemployed white women. Two tables of standard errors, one for whites and one for blacks, are shown below (Tables C-1 and C-2).

The method of ascertaining the appropriate standard error of a percentage[1] may be illustrated by the following example. There were

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1 Because the sample is not random, the conventional formula for the standard error of a percentage cannot be used. The entries in the tables have been computed on the basis of a formula suggested by the Bureau of the Census statisticians. They should be interpreted as providing an indication of the order of magnitude of the standard error, rather than a precise standard error for any specific item. Nevertheless, refined estimates of the standard error of percentages prepared for our Initial Surveys of Men 45 to 59 and Boys 14 to 24 by Census statisticians are extremely close to the rough estimates computed using a formula identical to that employed in constructing tables C-1 and C-2.

Table C-1 Standard Errors of Estimated Percentages of Whites
(68 chances out of 100)

Base of percentage (thousands)	Estimated Percentage				
	1 or 99	5 or 95	10 or 90	20 or 80	50
100	3.0	6.6	9.0	12.1	15.1
200	2.1	4.6	6.4	8.5	10.7
350	1.6	3.5	4.8	6.4	8.0
500	1.3	2.9	4.0	5.4	6.7
1,000	0.9	2.1	2.8	3.8	4.7
5,000	0.4	0.9	1.3	1.7	2.1
15,559	0.2	0.5	0.7	1.0	1.2

Table C-2 Standard Errors of Estimated Percentages of Blacks
(68 chances out of 100)

Base of percentage (thousands)	Estimated Percentage				
	1 or 99	5 or 95	10 or 90	20 or 80	50
25	3.2	7.1	9.7	13.0	16.2
50	2.2	4.9	6.8	9.0	11.3
100	1.6	3.5	4.8	6.4	8.0
200	1.1	2.5	3.4	4.5	5.7
750	0.6	1.3	1.8	2.4	2.9
1,400	0.4	0.9	1.3	1.7	2.1
2,107	0.3	0.8	1.0	1.4	1.7

approximately 12,000,000 white women represented by our sample who were 32 to 46 years of age in 1969 and married with spouse present at the time of both 1967 and 1969 surveys. Our estimates indicate that 46.6 percent of these married women were in the labor force at the time of the 1969 survey. Entering the table for white women (C-1) with the base of 15,559,000 and the percentage of 50, one finds the standard error to be 1.2 percentage points. Therefore, chances are two out of three that a complete enumeration would have resulted in a figure between 47.8 and 45.4 percent (46.6 + 1.2) and 19 out of 20 that the participation rate would have been between 49.0 and 44.2 percent (46.6 $\pm$ 2.4).

Standard Errors of Differences between Percentages

In analyzing and interpreting the data, interest will perhaps most frequently center on the question whether observed differences in percentages are "real," or whether they result simply from sampling variation. If, for example, one finds on the basis of the survey that 3.3 percent of the whites, as compared with 7 percent of the blacks, are unable to work, the question arises whether this difference actually prevails in the population or whether it might have been produced by sampling variation. The answer to this question, expressed in terms of probabilities, depends on the standard error of the difference between the two percentages, which, in turn, is related to their magnitudes as well as to the size of the base of each. Although a precise answer to the question would require extended calculation, it is possible to construct charts that will indicate roughly, for different ranges of bases and different magnitudes of the percentages themselves, whether a given difference may be considered to be "significant," i.e., is sufficiently large that there is less than a 5 percent chance that it would have been produced by sampling variation alone. Such charts are shown below.

The magnitude of the quotient produced by dividing the difference between any two percentages by the standard error of the difference determines whether that difference is significant. Since the standard error of the difference depends only on the size of the percentages and their bases, for differences centered around a given percentage it is possible to derive a function which relates significant differences to the size of the bases of the percentages. If a difference around the given percentage is specified, the function then identifies those bases which will produce a standard error small enough for the given difference to be significant. The graphs which follow show functions of this type; each curve identifies combinations of bases that will make a given difference around a given percentage significant. For all combinations of bases on or to the northeast of a given curve, the given difference is the maximum difference necessary for significance.

Thus, to determine whether the difference between two percentages is significant, first locate the appropriate graph by selecting the one labeled with the percentage closest to the midpoint between the two percentages in question. When this percentage is under 50, the base of

the larger percentage should be read on the horizontal axis of the chart and the base of the smaller percentage on the vertical axis. When the midpoint between the two percentages is greater than 50, the two axes are to be reversed. (When the midpoint is exactly 50 percent, either axis may be used for either base.) The two coordinates identify a point on the graph. The relation between this point and the curves indicates the order of magnitude required for a difference between the two percentages to be statistically significant at the 5 percent confidence level.[2]

All this may be illustrated as follows. Suppose in the case of the whites the question is whether the difference between 27 percent (on a base of 6,000,000)[3] and 33 percent (on a base of 5,000,000) is significant. Since the percentages center on 30 percent, Figure 4 should be used. Entering the vertical axis of this graph with 6,000,000 and the horizontal axis with 5,000,000 provides a coordinate which lies to the northeast of the curve showing combinations of bases for which a difference of 6 percent is significant. Thus the 6 percentage point difference (between 27 and 33 percent) is significant.

As an example of testing for the significance of a difference between two color groups, consider the following. The data in Volume I showed that for women in the age cohort 35 to 39, 4 percent of the whites who have ever been married (on a base of 4,870,000) and 13 percent of the ever-married blacks (on a base of 685,000) were 15 years old or younger at the time of their first marriage.[4] To determine whether this intercolor difference is significant, Figure 2 is used since the

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2 The point made in footnote 1 is equally relevant here. The graphs should be interpreted as providing only a rough (and probably conservative) estimate of the difference required for significance.

3 Each of the curves in the graphs of this appendix illustrates a functional relationship between bases expressed in terms of actual sample cases. For convenience, however, the axes of the graphs are labeled in terms of blown-up estimates which simply reflect numbers of sample cases multiplied by a weighting factor.

4 Shea et al., Dual Careers, 1:24.

midpoint (8.5 percent) between the two percentages is closer to 10 than to 5.5 Entering this graph at 4,870,000 on the vertical axis for whites and at 685,000 on the horizontal axis for blacks (calibrated at the top of the figure) provides a coordinate which lies to the northeast of the 5 percent curve. Thus, the 9 percentage point difference in the incidence of early marriages is significant.

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5 If both percentages are less (greater) than 50 and the midpoint between the two percentages is less (greater) than the percentage for which the curves were constructed, the actual differences necessary for significance will be slightly less than those shown on the curve. The required differences shown on the curves understate the actual differences necessary for significance when both percentages are less (greater) than 50 and the midpoint is greater (less) than the percentage for which the curves were constructed.

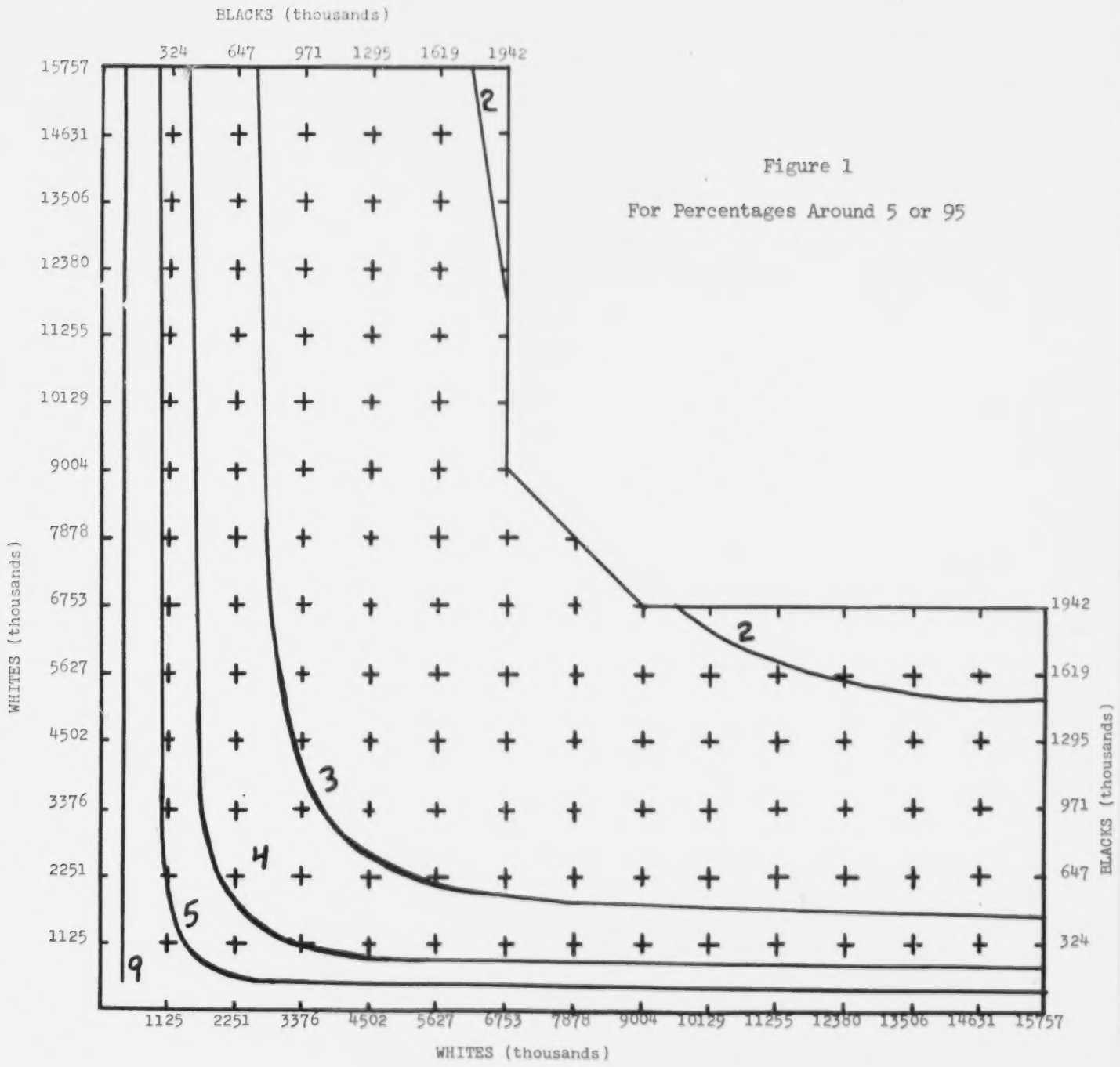

Figure 1

For Percentages Around 5 or 95

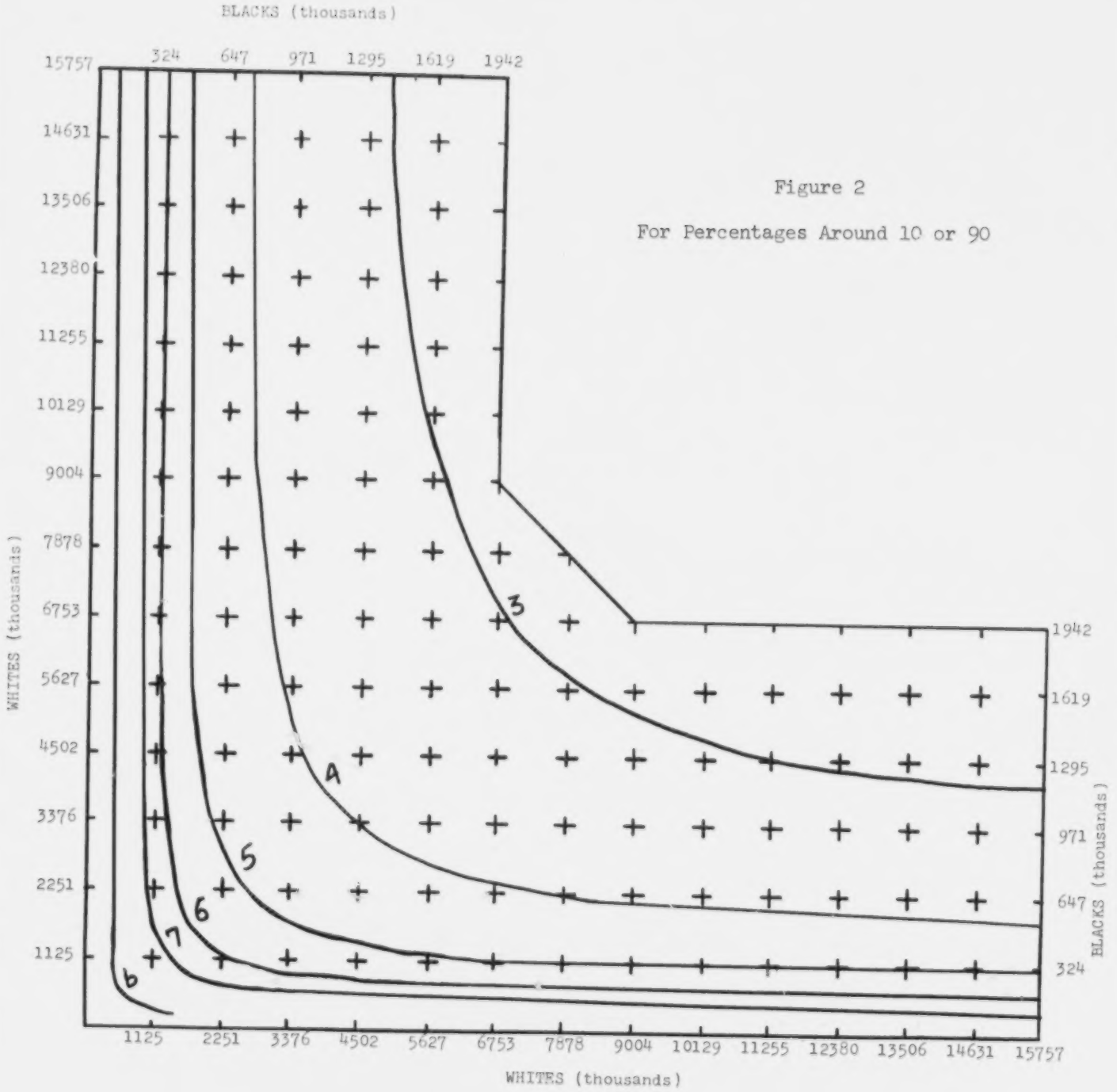

Figure 2

For Percentages Around 10 or 90

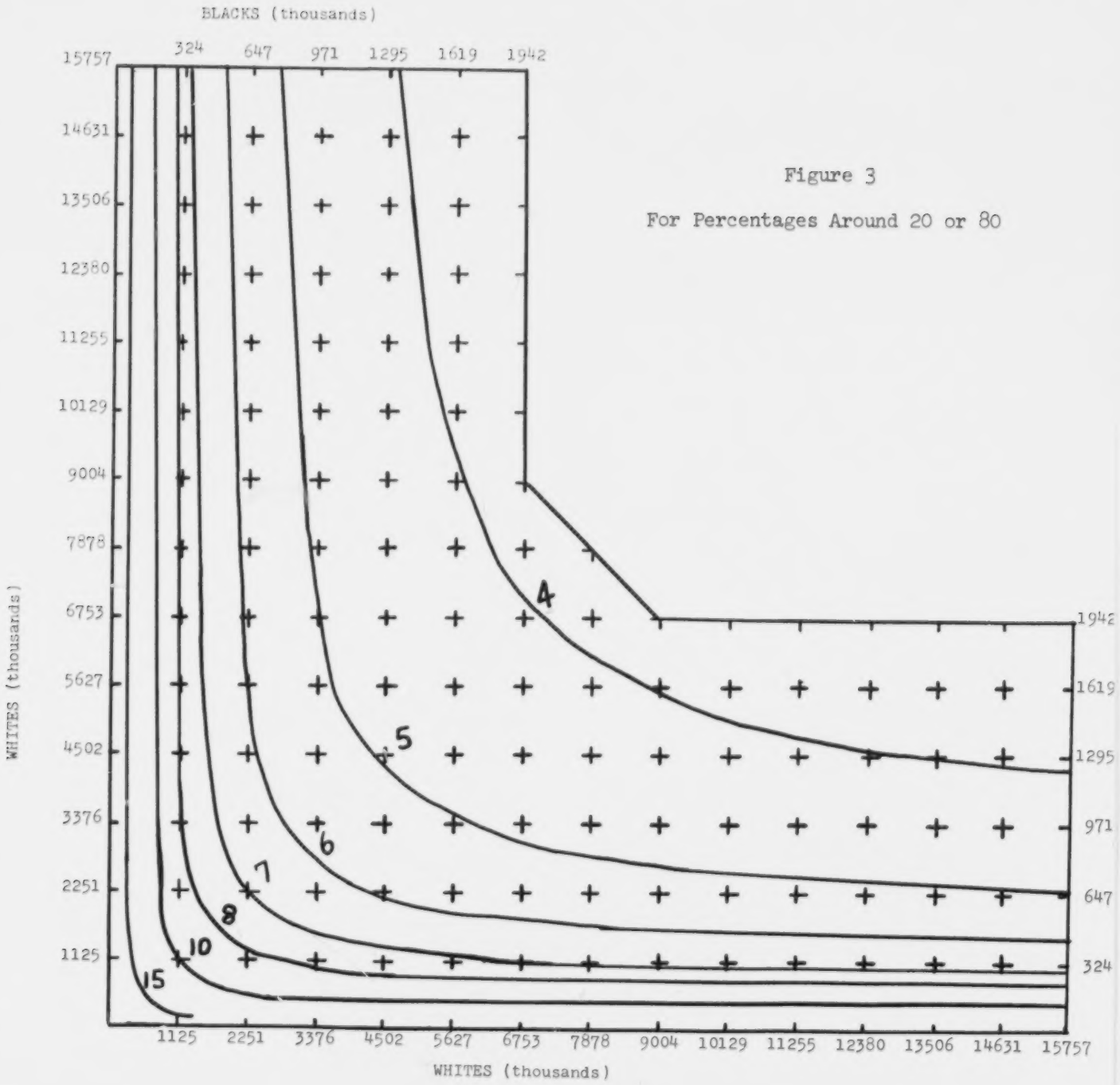

Figure 3

For Percentages Around 20 or 80

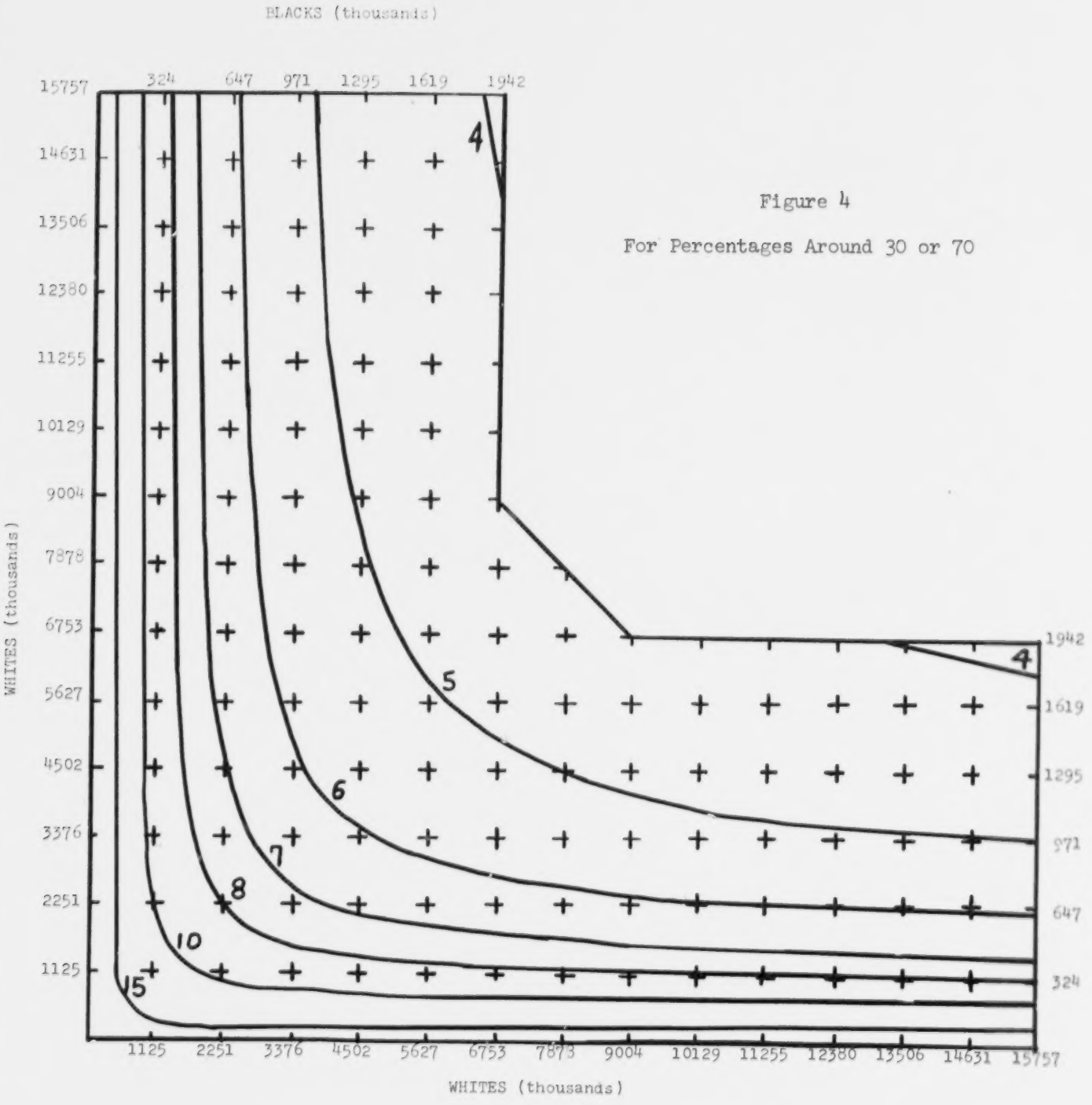

Figure 4

For Percentages Around 30 or 70

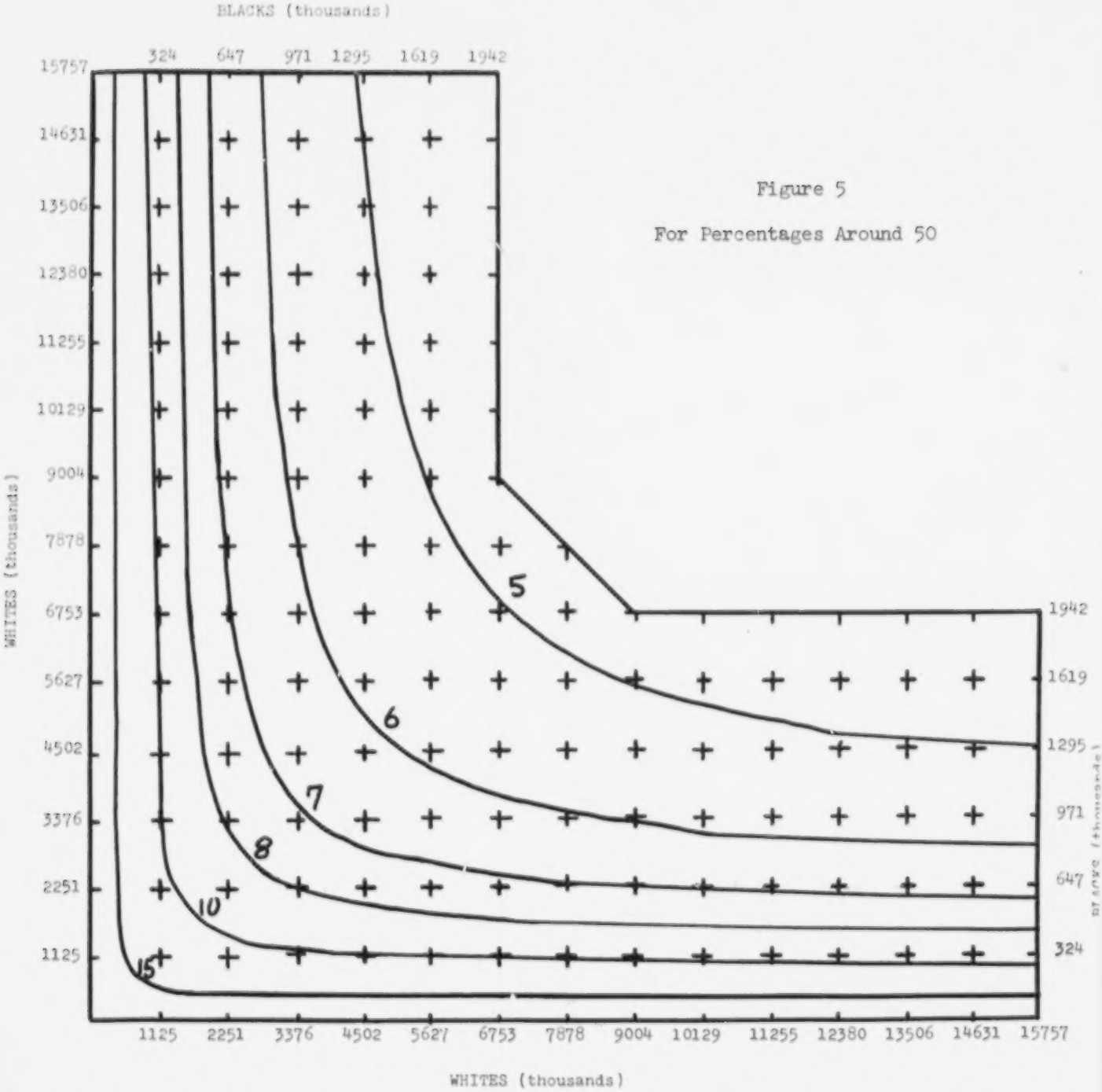

Figure 5

For Percentages Around 50

APPENDIX D

1968 MAILED QUESTIONNAIRE

Budget Bureau No. 41-R2395; Approval Expires December 1969

FORM LGT-311
(3-25-68)

U.S. DEPARTMENT OF COMMERCE
BUREAU OF THE CENSUS

NATIONAL LONGITUDINAL SURVEYS

SURVEY OF WORK EXPERIENCE OF WOMEN 30-44

If the address shown below is incorrect, please enter your correct address here.

Number and street		
City	State	ZIP code

Dear Friend:

Let me express our appreciation for your cooperation in the survey of work experience of women which we are conducting for the Department of Labor. The purpose of this survey is to examine, over time, changes in work status and related activities among women in your age group. During our interview last year, we obtained information about the jobs you have held, your attitude toward work, and similar subjects. At this time we are interested in learning about any changes in your labor force status over the past year.

Your answers will be treated as confidential and cannot, by law, be used for any purpose except to compile statistical totals.

Since this study is based on a sample of the population, it is important that everyone fill in and return the questionnaire. Please complete this form and mail it within five days in the enclosed envelope, which does not require postage.

Your cooperation in this survey is greatly appreciated.

Sincerely yours,

A. Ross Eckler

A. Ross Eckler
Director
Bureau of the Census

Enclosure

1. **What were you doing LAST week?**
(Mark EACH box that applies to you.)

1 ☐ I worked at a job, in my business or profession, or on a farm

2 ☐ I had a job, profession, or business from which I was temporarily absent for reasons other than layoff

3 ☐ I was looking for work or on layoff from a job

4 ☐ I was keeping house

5 ☐ I am permanently unable to work

6 ☐ None of the above applies to me

2. Please describe the job you held LAST week.

If you had more than one job, describe the one at which you worked the most hours.

If you did not have a job LAST week, but you have worked since June 1, 1967, describe the LAST JOB you held. Otherwise, skip to question 3.

a. **For whom did you work?**

(Name of company, business organization, or other employer)

b. **What kind of business or industry was this?**

(For example: County junior high school, TV and radio manufacturer, retail store, restaurant, State Labor Department)

c. **What kind of work were you doing?**

(For example: 8th grade English teacher, typist, waitress)

d. **Were you** – *(Mark one box)*

1 ☐ An employee of a private company, business, or individual for wages, salary, or commissions?

2 ☐ A government employee (Federal, State, or local)?

3 ☐ Self-employed in your own business, professional practice, or farm?

4 ☐ Working without pay in a family business or farm?

3. **During the past 12 months:**

a. **In how many different weeks did you work altogether? Count any week in which you did any work at all.**

Number of weeks_____

b. **During the weeks you worked, how many hours per week did you usually work?**

Hours per week_____

c. **Did you lose any FULL weeks of work because you were on layoff from a job or lost a job?**

1 ☐ Yes – **How many weeks?** . . . . . _____

2 ☐ No

d. **Were there any weeks, other than those mentioned in items 3a and 3c above, when you spent time trying to find work?**

1 ☐ Yes – **How many weeks?** . . . . . _____

2 ☐ No

4a. **Do the weeks entered in items 3a, 3c, and 3d add up to 52?**

1 ☐ Yes – *Skip to question 5*

2 ☐ No

b. **What was the main reason you were not working or looking for work during these other weeks?**
(Mark one box.)

1 ☐ I was sick or disabled and could not work

2 ☐ I was retired

3 ☐ No suitable jobs available, would not have done any good to look

4 ☐ I was on vacation

5 ☐ I was pregnant

6 ☐ I had other family responsibilities

7 ☐ Other – *Specify*

5. **During the past 12 months have you worked for any employer other than the one you mentioned in question 2?**

1 ☐ Yes – **How many?**_____ *Go to question 6*

2 ☐ No

3 ☐ Did not work } *Skip to question 7*

6a. **For whom did you work?** If you worked for more than one other employer, describe the longest job?

_____

_____

(Name of company, business, organization, or other employer)

b. **What kind of business or industry was this?**

_____ ☐☐☐

_____

(For example: County junior high school, TV and radio manufacturer, retail store, restaurant, State Labor Department)

c. **What kind of work were you doing?**

_____ ☐☐☐

_____

(For example: 8th grade English teacher, typist, waitress)

d. **Were you** – *(Mark one box)*

1 ☐ An employee of a private company, business, or individual for wages, salary, or commissions?

2 ☐ A government employee (Federal, State, or local)?

3 ☐ Self-employed in your own business, professional practice, or farm?

4 ☐ Working without pay in a family business or farm?

e. **When did you start working at that job?**

Month_____ Year_____

f. **When did you stop working at that job?**

Month_____ Year_____

7. **What was the total income of this family during 1967?** Include wages and salaries, net income from business or farm, pensions, dividends, interest, rent, and any other money income received by you and all family members living with you.

01 ☐ Under $2,000

02 ☐ $2,000 – 2,999

03 ☐ $3,000 – 3,999

04 ☐ $4,000 – 4,999

05 ☐ $5,000 – 5,999

06 ☐ $6,000 – 6,999

07 ☐ $7,000 – 7,999

08 ☐ $8,000 – 9,999

09 ☐ $10,000 – 14,999

10 ☐ $15,000 – 24,999

11 ☐ $25,000 and over

Remarks

APPENDIX E

1969 INTERVIEW SCHEDULE

Budget Bureau No. 41-R2395: Approval Expires March 31, 1970

FORM LGT-321
(4-15-69)

U.S. DEPARTMENT OF COMMERCE
BUREAU OF THE CENSUS

NATIONAL LONGITUDINAL SURVEYS

SURVEY OF WORK EXPERIENCE OF MATURE WOMEN

1969

NOTICE – Your report to the Census Bureau is confidential by law (Title 13, U.S. Code). It may be seen only by sworn Census employees and may be used only for statistical purposes.

(001) 1 ☐ Respondent a noninterview in 1968 – Go to page 25

RECORD OF CALLS

	Date	Time	Comments
1.		a.m. p.m.	
2.		a.m. p.m.	
3.		a.m. p.m.	
4.		a.m. p.m.	

METHODS OF LOCATING RESPONDENT WHO HAS MOVED

		Successful	Unsuccessful
New occupants	(002)	1 ☐	2 ☐
Neighbors	(003)	1 ☐	2 ☐
Apartment house manager	(004)	1 ☐	2 ☐
Post office	(005)	1 ☐	2 ☐
School	(006)	1 ☐	2 ☐
Persons listed on information sheet	(007)	1 ☐	2 ☐
Other – *Specify*	(008)	1 ☐	2 ☐

RECORD OF INTERVIEW

Interview time Begun	Interview time Ended	Date completed	Interviewed by
a.m. p.m.	a.m. p.m.		

NONINTERVIEW REASON

(009)
☐ Unable to contact respondent – *Specify* _____
6 ☐ Temporarily absent – *Give return date* _____
8 ☐ Institutionalized – *Specify type* _____
9 ☐ Refused
0 ☐ Deceased
A ☐ Other – *Specify* _____

TRANSCRIPTION FROM HOUSEHOLD RECORD CARD

(010) **Item 13 – Marital status of respondent (verified)**

1 ☐ Married, spouse present
2 ☐ Married, spouse absent
3 ☐ Widowed
4 ☐ Divorced
5 ☐ Separated
6 ☐ Never married

If respondent has moved, enter new address

1. Number and street		(011)
2. City	3. County	(012)
4. State	5. ZIP code	(013)

I. CURRENT LABOR FORCE STATUS

1. What were you doing most of LAST WEEK – working, keeping house, or something else?

(014)
1 ☐ WK – Working – *SKIP to 2b*
2 ☐ J – With a job but not at work
3 ☐ LK – Looking for work
4 ☐ S – Going to school
5 ☐ KH – Keeping house
6 ☐ U – Unable to work – *SKIP to 5a*
7 ☐ OT – Other – *Specify* ⟶

_____

2a. Did you do any work at all LAST WEEK, not counting work around the house?

(Note: If farm or business operator in household, ask about unpaid work.)

(017) 1 ☐ Yes 2 ☐ No – *SKIP to 3a*

2b. How many hours did you work LAST WEEK at all jobs?

(018) _____

CHECK ITEM A

☐ 49 or more – *SKIP to 6*
☐ 1 – 34 – *ASK 2c*
☐ 35 – 48 – *ASK 2d*

2c. Do you USUALLY work 35 hours or more a week at this job?

(015) 1 ☐ Yes – **What is the reason you worked less than 35 hours LAST WEEK?**
2 ☐ No – **What is the reason you USUALLY work less than 35 hours a week?**

(Mark the appropriate reason)

(016)
01 ☐ Slack work
02 ☐ Material shortage
03 ☐ Plant or machine repair
04 ☐ New job started during week
05 ☐ Job terminated during week
06 ☐ Could find only part-time work
07 ☐ Holiday (legal or religious)
08 ☐ Labor dispute
09 ☐ Bad weather
10 ☐ Own illness
11 ☐ Illness of family member
12 ☐ On vacation
13 ☐ Too busy with housework
14 ☐ Too busy with school, personal business, etc.
15 ☐ Did not want full-time work
16 ☐ Full-time work week under 35 hours
17 ☐ Other reason – *Specify* ⟶

_____

(If entry in 2c, SKIP to 6 and enter job worked at last week.)

2d. Did you lose any time or take any time off LAST WEEK for any reason such as illness, holiday, or slack work?

(019) ☐ Yes – **How many hours did you take off?** _____
00 ☐ No

(Correct 2a if lost time not already deducted; if 2a reduced below 35, fill 2c, otherwise SKIP to 6.)

2e. Did you work any overtime or at more than one job LAST WEEK?

(020) ☐ Yes – **How many extra hours did you work?** _____
00 ☐ No

(Correct 2b if extra hours not already included and SKIP to 6.)

(If "J" in 1, SKIP to b)

3a. Did you have a job (or business) from which you were temporarily absent or on layoff LAST WEEK?

(021) 1 ☐ Yes 2 ☐ No – *SKIP to 4a*

3b. Why were you absent from work LAST WEEK?

(022)
01 ☐ Own illness
02 ☐ Illness of family member
03 ☐ On vacation
04 ☐ Too busy with housework, school, personal business
05 ☐ Bad weather
06 ☐ Labor dispute
07 ☐ New job to begin within 30 days – *ASK 4c and 4d(2)*
08 ☐ Temporary layoff (under 30 days) – *ASK 4d(3)*
09 ☐ Indefinite layoff (30 days or more of no definite recall date) – *ASK 4d(3)*
10 ☐ Other – *Specify* ⟶

_____

3c. Are you getting wages or salary for any of the time off LAST WEEK?

(023)
1 ☐ Yes
2 ☐ No
3 ☐ Self-employed

3d. Do you usually work 35 hours or more a week at this job?

(024) 1 ☐ Yes 2 ☐ No

(SKIP to 6 and enter job held last week.)

Notes

I. CURRENT LABOR FORCE STATUS – Continued

(If "LK" in 1, SKIP to b)

4a. Have you been looking for work during the past 4 weeks?

(025) 1 ☐ Yes 2 ☐ No – *SKIP to 5a*

b. What have you been doing in the last 4 weeks to find work?

(Mark all methods used; do not read list)

(026) 00 ☐ Nothing – *SKIP to 5a*

Checked with:
- 01 ☐ State employment agency
- 02 ☐ Private employment agency
- 03 ☐ Employer directly
- 04 ☐ Friends or relatives

05 ☐ Placed or answered ads

06 ☐ Other – *Specify – e.g., MDTA, union or professional register, etc.*

_____

c. Why did you start looking for work? Was it because you lost or quit a job at that time *(pause)* **or was there some other reason?**

(027)
- 1 ☐ Lost job
- 2 ☐ Quit job
- 3 ☐ Wanted temporary work
- 4 ☐ Children are older
- 5 ☐ Enjoy working
- 6 ☐ Help with family expenses
- 7 ☐ Other – *Specify*

_____

d. (1) How many weeks have you been looking for work?
(2) How many weeks ago did you start looking for work?
(3) How many weeks ago were you laid off?

(028) Weeks _____

e. Have you been looking for full-time or part-time work?

(029)
- 1 ☐ Full-time
- 2 ☐ Part-time

f. Is there any reason why you could not take a job LAST WEEK?

(030) Yes →
- 1 ☐ Already has a job
- 2 ☐ Temporary illness
- 3 ☐ Going to school
- 4 ☐ Other – *Specify*

5 ☐ No

_____

g. When did you last work at a regular job or business lasting two consecutive weeks or more, either full-time or part-time?

(031) 1 ☐ June 1, 1968 or later – *Specify both*

(032) .... Month _____

(033) .... Year _____

SKIP to 5b

3 ☐ All others – *SKIP to 17a*

5a. When did you last work at a regular job or business lasting two consecutive weeks or more, either full-time or part-time?

(031) 1 ☐ June 1, 1968 or later – *Specify both*

(032) .... Month _____

(033) .... Year _____

ASK b

2 ☐ Before June 1, and UNABLE in item 1 and item 88R on Information Sheet – *SKIP to 46*

3 ☐ All others – *SKIP to 17a*

b. On that job did you usually work 35 hours or more a week?

(034)
- 1 ☐ 35 hours or more
- 2 ☐ Less than 35 hours

c. Why did you leave your last job?

(035)
- 01 ☐ To get married
- 02 ☐ Husband wanted her to quit
- 03 ☐ Husband transferred, moved
- 04 ☐ Own health
- 05 ☐ Pregnancy
- 06 ☐ Health of family members
- 07 ☐ Devote more time to family
- 08 ☐ Seasonal job completed
- 09 ☐ Slack work or business conditions
- 10 ☐ Temporary nonseasonal work completed
- 11 ☐ Unsatisfactory work arrangements (hours, pay, etc.)
- 12 ☐ Other – *Specify* _____

Notes

I. CURRENT LABOR FORCE STATUS – Continued

DESCRIPTION OF JOB OR BUSINESS

6a. For whom did you work? *(Name of company, business, organization or other employer)*

6a.

(036) ☐☐

b. In what city and State is . . . located?

b. City _____ State _____

c. What kind of business or industry is this? *(For example: TV and radio manufacturer, retail shoe store, State Labor Department, farm)*

(037) ☐☐☐

c. _____

d. Were you –

d.

(1) An employee of a PRIVATE company, business, or individual for wages, salary, or commissions? . . . . .

(2) A GOVERNMENT employee (Federal, State, county, or local)? . . . . . .

(3) Self-employed in your OWN business, professional practice, or farm? . . . . . .

(038)
10 ☐ P – Private
20 ☐ G – Government
30 ☐ O – Self-employed
(If not a farm)
Is this business incorporated?
31 ☐ Yes 32 ☐ No

(4) Working WITHOUT PAY in family business or farm? . . .

40 ☐ WP – Without pay

e. What kind of work were you doing? *(For example: kindergarten teacher, waitress, typist, sewing machine operator)*

(039) ☐☐☐

e. _____

f. What were your most important activities or duties? *(For example: types, keeps account books, files, sells millinery, operates business machine, cleans buildings)*

f.

_____

g. What was your job title?

g.

CHECK ITEM B

☐ "P" or "G" in item 6d – *ASK 7a*
☐ "O" or "WP" in item 6d – *SKIP to Check Item C*

7a. Altogether, how much do (did) you usually earn at this job before deductions?

(040) 7a. $_____ . _____ per: (041)
(Dollars) *(Cents)*

$_____ per:
(Dollars only)

1 ☐ Hour
2 ☐ Day
3 ☐ Week
4 ☐ Biweekly
5 ☐ Month
6 ☐ Year
7 ☐ Other 7

Specify _____

b. How many hours per week do (did) you usually work at this job?

(042) b.

_____ Hours

c. Do (did) you receive extra pay when you work(ed) over a certain number of hours?

(043) c.
1 ☐ Yes – *ASK d*
2 ☐ No
3 ☐ No, but receive compensating time off
4 ☐ Never work overtime
} *SKIP to Check Item C*

d. After how many hours do (did) you receive extra pay?

(044) d.

_____ Hours per day

(045)

_____ Hours per week

e. For all hours worked over *(entry in 7d)* **are (were) you paid straight time, time and one-half, double time, or what?**

(046) e.
1 ☐ Compensating time off
2 ☐ Straight time
3 ☐ Time and one-half
4 ☐ Double time
5 ☐ Other – *Specify* _____

I. CURRENT LABOR FORCE STATUS – Continued

CHECK ITEM C

Respondent is currently in Labor Force Group A ("WK" or "J" in 1 or "Yes" in 2a or 3a and *(refer to 82R on Information Sheet)*

☐ Respondent was in Labor Force Group A in 1968 – *GO to Check Item D*

☐ Respondent was in Labor Force Group B or C in 1968 – *SKIP to Check Item E*

☐ All others – *SKIP to Check Item E*

II. WORK EXPERIENCE (047)

CHECK ITEM D

(048) Current employer SAME as last year *(Entries in 6a and item 83R of the Information Sheet are the same)* and

1 ☐ a. Current kind of work SAME as last year *(Entries in 6e and item 84R of the Information Sheet are the same)* – *SKIP to 9a*

2 ☐ b. Current kind of work DIFFERENT from last year *(Entries in 6e and item 84R of the Information Sheet are different)* – *ASK 8*

3 ☐ Current employer DIFFERENT from last year – *(Entries in 6a and item 83R of the Information Sheet are different)* – *SKIP to 10a*

8. I see that you are not doing the same kind of work you were doing at this time last year.

Why would you say you are no longer doing this kind of work?

(049) 8.
1 ☐ Promotion
2 ☐ Job was eliminated
3 ☐ "Bumped" from job
4 ☐ Other – *Specify* _____

9a. During the past 12 months, have you worked any place other than *(entry in 6a)*?

(050) 9a.
☐ Yes – **How many other places?** _____ *ASK b*
0 ☐ No – *SKIP to 15a*

b. For whom did you work?
(If more than one, ask about longest)

b.

c. Were you working for *(entry in 6a)* and *(entry in 9b)* at the same time?

(051) c.
1 ☐ Yes – *SKIP to 15a*
2 ☐ No – *SKIP to 14b*

10a. When did you start working at your present job or business?

(052) 10a. Month _____
(053) Year _____

b. Have you held any jobs other than *(entry in 6a)* in the past 12 months?

(054) b.
☐ Yes – **How many other jobs?** _____ *ASK c*
0 ☐ No – *SKIP to 15a*

c. Now I'd like to know about the longest job you held. For whom did you work?

c.
_____ *SKIP to 14b*

CHECK ITEM E

☐ Respondent was in Labor Force Group B or C last year *(Item 82R on Information Sheet)* – *ASK 11a*

☐ All others – *SKIP to 12a*

11a. When did you start working at your present (last) job or business?

(055) 11a. Month _____
(056) Year _____

b. Last year at this time you weren't working. Have you worked at more than one job since then?

(057) b.
☐ Yes – **How many jobs?** _____ *ASK c*
0 ☐ No – *SKIP to 15a*

c. Now, I'd like to know about the longest job you held. For whom did you work?

(058) c.
1 ☐ _____ *SKIP to 14b*
0 ☐ Same as current (last) job in 6a – *SKIP to 15a*

II. WORK EXPERIENCE – Continued

12a. Last year at this time you were working at *(name of company in item 83R on Information Sheet)*. When did you stop working there?

(059) 12a. Month _____

(060) Year _____

b. Why did you happen to leave that job?

(061) ☐☐ b. _____

c. Last year, you were working as *(kind of work in item 84R on Information Sheet)*. Did you do any other kind of work at that job before you left it?

(062) c. ☐ Yes – How many other kinds? _____ *ASK 13a*

0 ☐ No – *SKIP to 13b*

13a. What kind of work did you do? *(If more than one, ask about longest)*

(063) ☐☐☐ 13a. _____

b. How many jobs have you held since you stopped working at *(name of company in item 83R on Information Sheet)* and started your present (last) job?

(064) b. Number _____

0 ☐ None – *SKIP to 15a*

14a. *(If more than one, ask about longest)* Now I'd like to know about the job you had since you stopped working at *(entry in 83R)*. For whom did you work?

14a.

(065) 1 ☐ _____

(066) ☐☐☐ b. _____

b. What kind of business or industry was that?

c. Were you –

c.

(1) An employee of a **PRIVATE** company, business, or individual for wages, salary, or commission? . . . . . (067) 1 ☐ P – Private

(2) A **GOVERNMENT** employee (Federal, State, county, or local)? . . . . . 2 ☐ G – Government

(3) Self-employed in your **OWN** business, professional practice, or farm? . . . . . 3 ☐ O – Self-employed

(4) Working **WITHOUT PAY** in family business or farm? . . . . 4 ☐ WP – Without pay

d. How many hours per week did you usually work?

d.

(068) _____ Hours

e. When did you **START** working at that job?

(069) e. Month _____

(070) Year _____

f. When did you **STOP** working at that job?

(071) f. Month _____

(072) Year _____

g. How did you happen to leave that job?

(073) ☐☐ g. _____

h. What kind of work were you doing when you left that job?

(074) ☐☐☐ h. _____

i. Did you ever do any other kind of work at that job?

(075) i. ☐ Yes – How many other kinds? _____ *ASK j*

0 ☐ No – *SKIP to 15a*

j. What kind of work? *(If more than one, ask about longest)*

(076) ☐☐☐ j. _____

II. WORK EXPERIENCE – Continued

15a. During the past 12 months, in how many different weeks did you do any work at all?

(077) 15a.
Weeks _____
00 ☐ None – *SKIP to 17a*

b. During the weeks that you worked in the last 12 months, how many hours per week did you usually work?

(078) b.
Hours _____

CHECK ITEM F

☐ 52 weeks in 15a – *ASK 16a*
☐ 1–51 weeks in 15a – *SKIP to 16b*

16a. Did you lose any full weeks of work during the past 12 months because you were on layoff from a job or lost a job?

(079) 16a.
☐ Yes – **How many weeks?** _____ *(Adjust item 15a and skip to c)*
00 ☐ No – *SKIP to Check Item G*

b. You say you worked *(entry in 15a)* weeks during the past 12 months. In any of the remaining *(52 minus entry in 15a)* weeks were you looking for work or on layoff from a job?

(080) b.
☐ Yes – **How many weeks?** _____
00 ☐ No – *SKIP to Check Item G*

c. Were all of these weeks in one stretch?

(081) c.
1 ☐ Yes, 1
2 ☐ No, 2
3 ☐ No, 3 or more
} *SKIP to Check Item G*

17a. Even though you did not work during the past 12 months, did you spend any time trying to find work or on layoff from a job?

(082) 17a.
1 ☐ Yes – *ASK b*
2 ☐ No – *SKIP to 18*

b. How many different weeks during the last 12 months were you looking for work or on layoff from a job?

(083) b.
Weeks _____

CHECK ITEM G

Refer to items 15a, 16a, 16b, and 17b

☐ All weeks accounted for – *SKIP to Check Item H*
☐ Some weeks not accounted for – *ASK 18*

18. Now let me see. During the past 12 months there were about *(52 minus entries in items 15a, 16a, 16b, 17b)* _____ weeks that you were not working or looking for work. What would you say was the main reason that you were not looking for work?

(Specify below, then mark one box.)

_____

(084) 18.
Weeks _____

(085)
1 ☐ Ill or disabled, unable to work
2 ☐ Birth of a child
3 ☐ Other family responsibility
4 ☐ Couldn't find work
5 ☐ Vacation
6 ☐ Did not want to work
7 ☐ Other

Notes

(086)

III. ATTITUDES TOWARD WORK

CHECK ITEM H

Respondent is in

- [ ] Labor Force Group A ("WK" or "J" in 1 or "Yes" in 2a or 3a) – *GO to Check Item I*
- [ ] Labor Force Group B ("K" in 1 or "Yes" in 4) – *SKIP to Item 29*
- [ ] Labor Force Group C (All others) – *SKIP to Check Item L*

CHECK ITEM I

Refer to item 82R on Information Sheet

Respondent

- [ ] Was in Labor Force Group B last year – *ASK 19*
- [ ] Was in Labor Force Group C last year – *SKIP to 20a*
- [ ] All others – *SKIP to Check Item J*

19. Last year you told us that you were looking for work. How did you happen to find out about the job you now have?
(Mark all methods used)

(087) 19.
- 01 [ ] Checked with State employment agency
- 02 [ ] Checked with private employment agency
- 03 [ ] Checked directly with employer
- 04 [ ] Placed or answered ads
- 05 [ ] Checked with friends or relatives
- 06 [ ] Other – *Specify* _____

SKIP to Check Item J

20a. Last year when we contacted you, you were not looking for work. What made you decide to take a job?

(088) 20a.
- 1 [ ] Recovered from illness
- 2 [ ] Bored
- 3 [ ] Needed money
- 4 [ ] Heard about job I qualified for
- 5 [ ] Children are older
- 6 [ ] Other – *Specify* _____

b. How did you happen to find out about the job you have now?
(Mark all methods used)

(089) b.
- 01 [ ] Checked with State employment agency
- 02 [ ] Checked with private employment agency
- 03 [ ] Checked directly with employer
- 04 [ ] Placed or answered ads
- 05 [ ] Checked with friends or relatives
- 06 [ ] Other – *Specify* _____

CHECK ITEM J

Refer to item 88R on Information Sheet

- [ ] Respondent was in Labor Force Group A in 1967 – *SKIP to 39*
- [ ] Respondent was in Labor Force Group B or C in 1967 – *ASK 21*

21. How do you feel about the job you have now? Do you . . .

(090) 21.
- 1 [ ] Like it very much?
- 2 [ ] Like it fairly well?
- 3 [ ] Dislike it somewhat?
- 4 [ ] Dislike it very much?

III. ATTITUDES TOWARD WORK – Continued

22. What are the things you like best about your job?
a. _____ (091)
b. _____ (092)
c. _____ (093)

23. What are the things about your job that you don't like so well?
a. _____ (094)
b. _____ (095)
c. _____ (096)

24. Suppose someone **IN THIS AREA** offered you a job in the same line of work you're in now. How much would the new job have to pay for you to be willing to take it?

Respondent's comments:

_____

_____

24. (097)
$ _____ . _____ per: (098)
(Dollars) (Cents)
$ _____
(Dollars only)

1 ☐ Hour
2 ☐ Day
3 ☐ Week
4 ☐ Biweekly
5 ☐ Month
6 ☐ Year
7 ☐ Other – *Specify* _____

(099)
1 ☐ I wouldn't take it at any conceivable pay
2 ☐ I would take a steady job at same or less pay
3 ☐ Would accept job; don't know specific amount

25. If for some reason you were permanently to lose your present job tomorrow, what would you do?

If "Other" specify here _____

_____

25. (100)
1 ☐ Take another job I know about – *ASK 26a*
2 ☐ Look for work – *SKIP TO 27a*
3 ☐ Stay at home – *SKIP to 28*
4 ☐ Other – *SKIP to 41a*

26a. For whom would you work?

_____

b. What kind of work do you think you would be doing? (101) (102)

– *SKIP to 41a*

27a. What kind of work would you look for? (103) (104)

_____

b. Are there any particular employers to whom you would apply? (105)

b.
Number listed _____
9 ☐ Companies of a particular type
0 ☐ No companies listed
} *SKIP to 41a*

1. _____
2. _____
3. _____

c. Why do you mention these particular employers? (106)

– *SKIP to 41a*

28. Is there any particular reason why you plan to stay at home? (107)

28.
☐ Yes – *Specify* _____
2 ☐ No
} *SKIP to 41a*

III. ATTITUDES TOWARD WORK - Continued

29. **What kind of work are you looking for?**

_____ (108) (109)

30. **How much would the job have to pay for you to be willing to take it?**

(110) 30. $_____ . _____ per: (111) 1 ☐ Hour
(Dollars) *(Cents)*

2 ☐ Day
3 ☐ Week
4 ☐ Biweekly
5 ☐ Month
6 ☐ Year
7 ☐ Other – *Specify*

$_____ per:
(Dollars only)

_____

31. **How many hours per week do you want to work?**

(112) 31. Hours _____

32a. **Are there any restrictions, such as hours or location of job, that would be a factor in your taking a job?**

b. **What are these restrictions?**

(113) 32a. 1 ☐ Yes – *ASK b*
2 ☐ No – *SKIP to 33a*

b. _____ (114)
_____

33a. [ ] Respondent has no children under age 18 in the household – *SKIP to Check Item K*

Will it be necessary for you to make any special arrangements for the care of your children, if you find a job?

b. **What arrangements will you make?** *(Mark as many as apply)*

(115) 33a. 1 ☐ Yes – *ASK b*
☐ No – **Why not?** _____
SKIP to Check Item K

(116) b. Child will be cared for

1 ☐ In own home by relative
2 ☐ In own home by nonrelative
3 ☐ In relative's home
4 ☐ In nonrelative's home
5 ☐ At school or group care center (day care center, day nursery, nursery school, after-school center, settlement house, etc.
6 ☐ Don't know

CHECK ITEM K

Refer to item 82R on Information Sheet
Respondent

☐ Was in Labor Force Group A or B last year – *SKIP to Check Item M*
☐ Was in Labor Force Group C last year – *ASK 34*

34. **Last year at this time you were not looking for work. What made you decide to look for a job?**

(117) 34. 1 ☐ Recovered from illness
2 ☐ Bored
3 ☐ Needed money
4 ☐ Heard about a job I qualified for
5 ☐ Children are older
6 ☐ Other – *Specify*

_____

III. ATTITUDES TOWARD WORK – Continued

CHECK ITEM L

Refer to item 82R on Information Sheet

Respondent

- ☐ Was in Labor Force Group A last year – *SKIP to 36a*
- ☐ Was in Labor Force Group B last year – *ASK 35*
- ☐ Was in Labor Force Group C last year – *SKIP to 37a*

35. Last year at this time you were looking for work. What made you decide to stop looking for a job?

(118) 35.

1 ☐ No job available
2 ☐ Health prevented it
3 ☐ Husband wouldn't permit
4 ☐ Pregnancy
5 ☐ Other family reason
6 ☐ Pay not attractive enough
7 ☐ Other – *Specify* ↘

_____

36a. If you were offered a job by some employer IN THIS AREA, do you think you would take it?

(119) 36a.

1 ☐ Yes – *ASK b–g*
☐ It depends – *Specify "On what" and ask b–g*

_____

2 ☐ No – *SKIP to 37*

b. What kind of work would it have to be?

_____ (120) ☐☐☐ (121) ☐

c. What would the wages or salary have to be?

(122) c.

$ _____ . _____ per: (123)
(Dollars) *(Cents)*

1 ☐ Hour
2 ☐ Day
3 ☐ Week
4 ☐ Biweekly
5 ☐ Month
6 ☐ Year
7 ☐ Other – *Specify* ↘

$ _____ per:
(Dollars only)

_____

d. Are there any restrictions, such as hours or location of job, that would be a factor in your taking a job?

(124) d.

1 ☐ Yes – *ASK e*
2 ☐ No – *SKIP to f*

e. What are these restrictions?

_____ (125) ☐

_____

f. Why would you say you are not looking for such a job now?

_____ (126) ☐

_____

g. Do you expect to look for work within the next year?

(127) g.

1 ☐ Yes
2 ☐ No

} *SKIP TO 38*

III. ATTITUDES TOWARD WORK – Continued

37a. Are there any circumstances under which you think you would want to take a job?

Respondent's comments_____

b. What kind of work would it have to be?

c. What would the wage or salary have to be?

d. Are there any restrictions, such as hours or location of job, that would be a factor in your taking a job?

e. What are these restrictions?

37a. (128)

1 ☐ Yes – *ASK b–e*

2 ☐ No – *SKIP to Check Item M*

(129) (130)

c. (131)

$ _____ . ____ per: (132)
(Dollars) (Cents)

$ _____ per:
(Dollars only)

1 ☐ Hour
2 ☐ Day
3 ☐ Week
4 ☐ Biweekly
5 ☐ Month
6 ☐ Year
7 ☐ Other – *Specify*

d. (133)

1 ☐ Yes – *ASK e*

2 ☐ No – *SKIP to 38*

(134)

38. ☐ Respondent has no children under age 18 in the household – *SKIP to Check Item M*

Would it be necessary for you to make any special arrangements for the care of your children, if you were to take a job?

38. (135)

1 ☐ Yes

☐ No – **Why not?** _____

3 ☐ Don't know

SKIP to Check Item M

39. How do you feel about the job you have now? Do you . . .

39. (136)

1 ☐ **Like it very much?**

2 ☐ **Like it fairly well?**

3 ☐ **Dislike it somewhat?**

4 ☐ **Dislike it very much?**

40a. ☐ Respondent was in Labor Force Group B or C in 1967 *(item 88R on Information Sheet)* – *SKIP to 41*

The last time we talked to you was about two years ago. Would you say you like your present job more, less, or about the same as the job you held at that time?

b. What would you say is the main reason you like your job (more, less) than two years ago?

40a. (137)

1 ☐ More
2 ☐ Less
ASK b

3 ☐ Same – *SKIP to 41*

(138)

b. _____

Notes

III. ATTITUDES TOWARD WORK – Continued

41a. How much time (does, did) it usually take you to get to work?

41a. (139) ☐☐☐

b. What means of transportation do you usually use to get to work?

(Mark as many boxes as apply)

b.

(140) 1 ☐ Own auto – *ASK c*

(141) 2 ☐ Ride with someone else

(142) 3 ☐ Bus or streetcar

(143) 4 ☐ Subway or elevated

(144) 5 ☐ Railroad

(145) 6 ☐ Taxicab

SKIP to d

If "Other," specify here _____

(146) 7 ☐ Walked only

(147) 8 ☐ Other

SKIP to 42

c. (1) What is the total cost of any parking fees or tolls you have to pay round trip?

c. (1)

(148) $_____ . _____ *(Dollars) (Cents)*

(149) 0 ☐ No cost
1 ☐ Day
2 ☐ Week
3 ☐ Month

(2) How many miles do you go by car round trip?

☐ Only box 1 marked in b – *SKIP to 42*

☐ Box 1 and any of boxes 2–6 marked in b – *ASK d*

(150) (2) Miles _____

d. What is the total cost of the round trip (by means of transportation given in b)?

d.

(151) $_____ . _____ *(Dollars) (Cents)*

(152) 0 ☐ No cost
1 ☐ Day
2 ☐ Week
3 ☐ Month

42a. ☐ Respondent has no children under age 18 in the household – *SKIP to Check Item M*

Is it necessary for you to make any regular arrangements for the care of your children while you are working?

(153) 42a. 1 ☐ Yes – *ASK b and c*

☐ No – **Why not?** _____ *SKIP to Check Item M*

b. What arrangements have you made?

b. Child is cared for –

(154)
1 ☐ In own home by relative
2 ☐ In own home by nonrelative
3 ☐ In relative's home
4 ☐ In nonrelative's home
5 ☐ At school or group care center (day care center, day nursery, nursery school, after-school center, settlement house, etc.

c. What is the cost of these child care arrangements?

c.

(155) $_____ . _____ *(Dollars) (Cents)*

(156) 0 ☐ No cost
1 ☐ Hour
2 ☐ Day
3 ☐ Week
4 ☐ Biweekly
5 ☐ Month

III. ATTITUDES TOWARD WORK – Continued

CHECK ITEM M

157 *Refer to name and address label on cover page*

1 ☐ Respondent lives in same area (SMSA, county) as in 1968 – *SKIP to Check Item N*

2 ☐ Respondent lives in different area (SMSA, county) than in 1968 – *ASK 43a*

43a. When we contacted you last year you were living in *(city in address on cover page)*. About how many miles from here is that?

43a. 158 Miles _____

b. How did you happen to move here?

159 ☐ b. _____

44. ☐ Respondent is not currently employed – *SKIP to Check Item N*

Did you have a job lined up here at the time you moved?

44. 160

1 ☐ Yes, different from job held before moving

2 ☐ Yes, same as job held at time of move

3 ☐ Yes, transferred job in same company

4 ☐ No

CHECK ITEM N

Refer to item 88R on Information Sheet

Respondent was in Labor Force Group C in 1967, and

☐ Respondent is currently in Labor Force Group A or B – *ASK 45a*

☐ Respondent is currently in Labor Force Group C – *SKIP to 45e*

☐ All others – *SKIP to 46*

45a. If, by some chance, you (and your husband) were to get enough money to live comfortably without working, do you think you would work anyway?

161 45a.

1 ☐ Yes – *ASK b*

2 ☐ No – *SKIP to c*

3 ☐ Undecided – *SKIP to d*

b. Why do you think you would work?

162 ☐ b. _____

SKIP to e

c. Why do you feel that you would not work?

163 ☐ c. _____

SKIP to e

d. On what would it depend?

164 ☐ d. _____

e. What would you say is the most important thing about any job – good wages or liking the kind of work you are doing?

165 e.

1 ☐ Good wages

2 ☐ Liking the work

Notes

46. We would like to find out whether people's outlook on life has any effect on the kind of jobs they have, the way they look for work, how much they work, and matters of that kind. On each of these cards is a pair of statements numbered 1 and 2. For each pair, please select the **ONE** statement which is closer to your opinion. In addition, tell us whether the statement you select is **MUCH CLOSER** to your opinion or **SLIGHTLY CLOSER**.

In some cases you may find that you believe both statements, in other cases you may believe neither one. Even when you feel this way about a pair of statements, select the one statement which is more nearly true in your opinion.

Try to consider each pair of statements separately when making your choices; do not be influenced by your previous choices.

---

a. 1 ☐ Many of the unhappy things in people's lives are partly due to bad luck.

2 ☐ People's misfortunes result from the mistakes they make.

(166) **Is this statement much closer or slightly closer to your opinion?**

8 ☐ Much 9 ☐ Slightly

---

b. 1 ☐ In the long run, people get the respect they deserve in this world.

2 ☐ Unfortunately, an individual's worth often passes unrecognized no matter how hard he tries.

(167) **Is this statement much closer or slightly closer to your opinion?**

8 ☐ Much 9 ☐ Slightly

---

c. 1 ☐ Without the right breaks, one cannot be an effective leader.

2 ☐ Capable people who fail to become leaders have not taken advantage of their opportunities.

(168) **Is this statement much closer or slightly closer to your opinion?**

8 ☐ Much 9 ☐ Slightly

---

d. 1 ☐ Becoming a success is a matter of hard work; luck has little or nothing to do with it.

2 ☐ Getting a good job depends mainly on being in the right place at the right time.

(169) **Is this statement much closer or slightly closer to your opinion?**

8 ☐ Much 9 ☐ Slightly

---

e. 1 ☐ What happens to me is my own doing.

2 ☐ Sometimes I feel that I don't have enough control over the direction my life is taking.

(170) **Is this statement much closer or slightly closer to your opinion?**

8 ☐ Much 9 ☐ Slightly

III. ATTITUDES TOWARD WORK – Continued

46f. 1 ☐ When I make plans, I am almost certain that I can make them work.

2 ☐ It is not always wise to plan too far ahead, because many things turn out to be a matter of good or bad fortune anyhow.

(*171) **Is this statement much closer or slightly closer to your opinion?**

8 ☐ Much 9 ☐ Slightly

---

g. 1 ☐ In my case, getting what I want has little or nothing to do with luck.

2 ☐ Many times we might just as well decide what to do by flipping a coin.

(*172) **Is this statement much closer or slightly closer to your opinion?**

8 ☐ Much 9 ☐ Slightly

---

h. 1 ☐ Who gets to be boss often depends on who was lucky enough to be in the right place first.

2 ☐ Getting people to do the right thing depends upon ability; luck has little or nothing to do with it.

(*173) **Is this statement much closer or slightly closer to your opinion?**

8 ☐ Much 9 ☐ Slightly

---

i. 1 ☐ Most people don't realize the extent to which their lives are controlled by accidental happenings.

2 ☐ There is really no such thing as "luck."

(*174) **Is this statement much closer or slightly closer to your opinion?**

8 ☐ Much 9 ☐ Slightly

---

j. 1 ☐ In the long run, the bad things that happen to us are balanced by the good ones.

2 ☐ Most misfortunes are the result of lack of ability, ignorance, laziness, or all three.

(*175) **Is this statement much closer or slightly closer to your opinion?**

8 ☐ Much 9 ☐ Slightly

---

k. 1 ☐ Many times I feel that I have little influence over the things that happen to me.

2 ☐ It is impossible for me to believe that chance or luck plays an important role in my life.

(*176) **Is this statement much closer or slightly closer to your opinion?**

8 ☐ Much 9 ☐ Slightly

IV. HEALTH

47a. Would you say your health or physical condition now is better, about the same, or worse than two years ago?

(177) 47a.
1 ☐ Better now } *ASK b–d*
2 ☐ Worse now }
3 ☐ About the same – *SKIP to 48a*

b. In what way is your health or physical condition (better, worse) now?

(178) ☐
b. _____

c. Has this change had any effect upon the kind or amount of work you can do outside the home?

(179) c.
☐ Yes – *Specify how below* →
2 ☐ No

d. Has this change had any effect upon the amount or kind of housework you can do?

(180) d.
☐ Yes – *Specify how below* →
2 ☐ No

48a. ☐ Respondent presently not married } *SKIP*
☐ Respondent not married two years ago } *to e*

Would you say your husband's health or physical condition now is better, about the same, or worse than two years ago?

(181) 48a.
1 ☐ Better now } *ASK b–d*
2 ☐ Worse now }
3 ☐ About the same – *SKIP to e*

b. In what way is your husband's health or physical condition (better, worse) now?

(182) ☐
b. *Specify* _____

c. Has this change had any effect upon the kind or amount of work he can do?

(183) c.
☐ Yes – *Specify how below* →
2 ☐ No

d. Has this change influenced in any way your decision to work or not work outside the home?

(184) d.
☐ Yes – *Specify* _____
2 ☐ No

e. ☐ No other family member living here – *SKIP to 49*

Would you say there has been any change in the past two years in the health or physical condition of any other member of your family living here?

(185) e.
1 ☐ Yes – *ASK f*
2 ☐ No – *SKIP to 49*

f. Has this change influenced in any way your decision to work or not work outside the home?

(186) f.
☐ Yes – *Specify how below* →
2 ☐ No _____

Notes

(187)
(188)
(189)

V. EDUCATION AND TRAINING

49a. Since we contacted you two years ago, have you taken any training courses or educational programs of any kind, either on the job or elsewhere?

(190) 49a.
1 ☐ Yes – *ASK b–i*
2 ☐ No – *SKIP to 50a*

b. What kind of training or educational program did you take?
Specify below, then mark one box

_____

_____

(191) b.
1 ☐ Professional, technical
2 ☐ Managerial
3 ☐ Clerical
4 ☐ Skilled manual
5 ☐ Semi-skilled manual
6 ☐ Service
7 ☐ General courses (English, math, art)
8 ☐ Other – *Specify* _____

c. Where did you take this training or course?
Specify below, then mark one box

_____

_____

(192) c.
1 ☐ University or college
2 ☐ Business college, technical institute
3 ☐ Company training school
4 ☐ Correspondence course
5 ☐ Adult education or night school
6 ☐ Other – *Specify* _____

d. How long did you attend this course or program?

(193) d.
Weeks _____

e. How many hours per week did you spend on this program?

(194) e.
1 ☐ 1– 4
2 ☐ 5– 9
3 ☐ 10–14
4 ☐ 15–19
5 ☐ 20 or more

f. Did you complete this program?

(195) f.
1 ☐ Yes – *SKIP to h*
2 ☐ No, dropped out – *ASK g*
3 ☐ No, still enrolled – *SKIP to h*

g. Why didn't you complete this program?

(196) g.
1 ☐ Found a job
2 ☐ Too much time involved
3 ☐ Lost interest
4 ☐ Too difficult
5 ☐ Marriage
6 ☐ Pregnancy
7 ☐ No one to care for children
8 ☐ Other family reason
9 ☐ Other – *Specify* _____

h. Why did you decide to take this program?

(197) h.
1 ☐ To obtain work
2 ☐ To improve current job situation
3 ☐ To get a better job
4 ☐ Children have grown up
5 ☐ Bored staying home
6 ☐ Other – *Specify* _____

i. Do you use this training on your present job?

(198) i.
1 ☐ Yes
2 ☐ No
3 ☐ Respondent not employed

V. EDUCATION AND TRAINING – Continued

50a. Did you receive a diploma, degree or a certificate required for practicing any profession or trade such as teacher, practical nurse or beautician in the past two years?

50a.

(199) 1 ☐ Yes – *ASK b*

2 ☐ No – *SKIP to 51a*

b. What type of diploma, degree, or certificate is this?

(200) ☐

b. _____

_____

c. Is this certificate currently valid?

c.

(201) 1 ☐ Yes

2 ☐ No

Notes

VI. ASSETS AND INCOME

51a. ☐ Respondent a noninterview in 1968 – *SKIP to c*

So far as your overall financial position is concerned, would you say you (and your husband) are better off, about the same or worse off now than you were when we contacted you last year?

51a. (202)
1 ☐ About the same – *SKIP to c*
2 ☐ Better off } *ASK b*
3 ☐ Worse off }

b. In what ways are you (better, worse) off?

(203) ☐ b. _____

c. So far as your overall financial position is concerned, would you say you (and your husband) are better off, about the same or worse off now than you were when we interviewed you two years ago?

c. (204)
1 ☐ About the same – *SKIP to 52*
2 ☐ Better off } *ASK d*
3 ☐ Worse off }

d. In what ways are you (better, worse) off?

(205) ☐ d. _____

52. Now I'd like to ask a few questions on your income in 1968.

a. In 1968, how much did you receive from wages, salary, commissions, or tips from all jobs, before deductions for taxes or anything else?

52. (206) a. $ _____ ☐ None

b. ☐ Respondent not married – *SKIP to c*

In 1968 how much did your husband receive from wages, salary, commissions, or tips from all jobs, before deductions for taxes or anything else?

b. (207) $ _____ ☐ None

c. ☐ No other family members 14 years or older – *SKIP to 53a*

In 1968, how much did all other family members living here receive from wages, salary, commissions, or tips from all jobs, before deductions for taxes or anything else?

c. (208) $ _____ ☐ None

53a. In 1968, did you receive any income from working on your own or in your own business, professional practice, or partnership?

$ _____ (*Gross income*) less $ _____ (*Expenses*) = $ _____ (*Net income*)

53a. (209) ☐ Yes – How much? $ _____ ☐ No

b. ☐ No other family members 14 years or older – *SKIP to 54*

In 1968, did any other family members living here receive any income from working on their own or in their own business, professional practice, or partnership?

$ _____ (*Gross income*) less $ _____ (*Expenses*) = $ _____ (*Net income*)

b. (210) ☐ Yes – How much $ _____ ☐ No

54. In 1968 did your family receive any income from operating a farm?

$ _____ (*Gross income*) less $ _____ (*Expenses*) = $ _____ (*Net income*)

54. (211) ☐ Yes – How much? $ _____ ☐ No

CHECK ITEM 0

Refer to item 15a, page 7

☐ Respondent worked in past 12 months *(number of weeks entered in 15a).* An amount should be entered in 52a, 53a, or 54.

☐ Respondent did not work in past 12 months *("None" box marked in 15a).* The "None" box should be marked in 52a and "No" marked in 53a and 54.

If the questionnaire fails either of the above checks, review the matter with the respondent. If it still fails, explain the situation.

VII. ASSETS AND INCOME – Continued

55. In addition, during 1968, did anyone in this family living here receive any rental income from roomers and boarders, an apartment in this house or another building, or other real estate?

$ _____ less $ _____ = $ _____
(Gross income) *(Expenses)* *(Net income)*

55. (212) ☐ Yes – How much? $ _____
☐ No

56. In 1968, did anyone in this family living here receive interest or dividends, on savings, stocks, bonds, or income from estates or trusts?

56. (213) ☐ Yes – How much? $ _____
☐ No

57a. In 1968, did you receive any unemployment compensation?

57a. (214) (215) ☐ Yes – How many weeks? _____ How much did you receive altogether? $ _____
☐ No

b. ☐ Respondent not married – *SKIP to c*

In 1968, did your husband receive any unemployment compensation?

b. (216) (217) ☐ Yes – How many weeks? _____ How much did he receive altogether? $ _____
☐ No

c. ☐ No other family members 14 years or older – *SKIP to 58*

In 1968, did any other family members living here receive any unemployment compensation?

c. (218) ☐ Yes – How much? $ _____
☐ No

58. In 1968, did anyone in this family living here receive income as a result of disability or illness such as *(read list)*:
If "Yes" to any items in list, enter amount, indicating whether received by respondent or other family member.

	(Mark one) Yes	No	Respondent	Other family member
(1) Veteran's compensation or pension?	☐	☐	(219) $	(224) $
(2) Workmen's compensation?	☐	☐	(220) $	(225) $
(3) Aid to the Permanently and Totally Disabled or Aid to the Blind?	☐	☐	(221) $	(226) $
(4) Social Security disability payments?	☐	☐	(222) $	(227) $
(5) Any other disability payment? – *Specify type*	☐	☐	(223) $	(228) $

59. In 1968, did anyone in this family living here receive any other Social Security payments, such as old age or survivor's insurance?

59. ☐ Yes – Who?
(229) ☐ Respondent How much? $ _____
(230) ☐ Husband How much? $ _____
(231) ☐ Other How much? $ _____
☐ No

60. In 1968, did anyone in this family living here receive any Aid to Families with Dependent Children payments, or other public assistance or welfare payments?

60. (232) ☐ Yes → ☐ AFDC How much? $ _____
(233) ☐ Other How much? $ _____
☐ No

VI. ASSETS AND INCOME – Continued

61a. In 1968, did anyone in this family living here buy any food stamps under the Government's Food Stamp Plan?

61a. ☐ Yes – *ASK b and c*
☐ No – *SKIP to 62*

b. In how many months did you buy stamps?

b. (234) Months _____

c. How much was your monthly bonus?

c. (235) $_____

62a. In 1968, did anyone in this family living here receive any pensions from local, State, or Federal Government?

62a. (236) ☐ Yes – How much? $ _____
☐ No

b. In 1968, did anyone in this family living here receive any other retirement pensions, such as private employee or personal retirement benefits?

b. (237) ☐ Yes – How much? $ _____
2 ☐ No

63. In 1968, did anyone in this family living here receive any other type of income, such as alimony, child support, contributions from family members living elsewhere, annuities, or anything else?

63. (238) ☐ Yes – How much? $ _____
2 ☐ No

64. In 1968, did you (or your husband) purchase any of the following items?

	Yes	No		Was it – New?	Was it – Used?
(1) Washing machine	☐	☐	(239)	1 ☐	2 ☐
(2) Clothes dryer	☐	☐	(240)	1 ☐	2 ☐
(3) Electric or gas stove	☐	☐	(241)	1 ☐	2 ☐
(4) Refrigerator	☐	☐	(242)	1 ☐	2 ☐
(5) Freezer	☐	☐	(243)	1 ☐	2 ☐
(6) Room air-conditioner	☐	☐	(244)	1 ☐	2 ☐
(7) Television	☐	☐	(245)	1 ☐	2 ☐
(8) Garbage disposal	☐	☐	(246)	1 ☐	2 ☐
(9) Hi-fi or stereo	☐	☐	(247)	1 ☐	2 ☐
(10) Dishwasher	☐	☐	(248)	1 ☐	2 ☐

65. In 1968, did you have any major expenditures on housing such as remodeling or redecorating, plumbing, electrical work, roofing, painting, or heating which amounted to more than $200?

65. (249) 1 ☐ Yes
2 ☐ No

66. Aside from anything else you have mentioned, did you (or other members of your family) have any other major expenses in 1968 such as medical, dental, accident, travel, or education which amounted to more than $200?

66. (250) 1 ☐ Yes
2 ☐ No

VII. FAMILY BACKGROUND

CHECK ITEM P

Refer to item 85R on Information Sheet

☐ Respondent's parents are dead – *SKIP to Check Item Q*

☐ All other – *ASK 67*

67. Now I have some questions on your family background. Are your mother and father living?

(251) **67.**

1 ☐ BOTH parents alive
2 ☐ MOTHER alive, father dead
3 ☐ FATHER alive, mother dead
4 ☐ NEITHER parent alive

CHECK ITEM Q

Refer to item 86R on Information Sheet and item 13, cover page

☐ Respondent not married
☐ Respondent's husband's parents are dead } *SKIP to 69a*

☐ All other – *ASK 68*

68. Are your husband's mother and father living?

(252) **68.**

1 ☐ BOTH parents alive
2 ☐ MOTHER alive, father dead
3 ☐ FATHER alive, mother dead
4 ☐ NEITHER parent alive

69a. How many persons, not counting yourself, (and your husband) are dependent upon you (and your husband) for at least one-half of their support?

(253) **69a.**

Number _____ – *ASK b*

0 ☐ None – *SKIP to 70a*

b. Do any of these dependents live somewhere else other than here at home with you?

(254) **b.**

☐ Yes – **How many?** _____ – *ASK c*

oo ☐ No – *SKIP to 70a*

c. What is their relationship to you?

(255) ☐ **c.**

70a. The last time we talked to you was about two years ago. Would you say that during the past two years there has been any change in your feeling about having a job outside the home for pay?

(256) **70a.**

1 ☐ Yes – *ASK b and c*
2 ☐ No
3 ☐ Don't know } *SKIP to Check Item R*

b. In what way has your feeling changed? (257) ☐

_____

_____

c. Why would you say your thinking has changed? (258) ☐

_____

_____

CHECK ITEM R

Refer to item 87R on Information Sheet and item 13, cover page

☐ Marital status has changed since 1967 – *ASK 71*

☐ Marital status has not changed since 1967 – *SKIP to 72*

71. When were you –

- **Married?**
- **Divorced?**
- **Widowed?**
- **Separated?**

71.

(259) Month _____

(260) Year _____

(261) ☐

(262) ☐

(263) ☐

Now I have a few questions about the education and work experience of the other family members living here.

	Name List below all persons living here who are related to respondent *Enter the line number from the Household Record Card in column 72*	Relationship to respondent *Example: husband, son, daughter-in-law, brother, etc.*	Age *As of April 1, 1969*	Persons 6–24 years old				Persons 14 years old and over			
									If person worked at all in 1968		
				Is . . . attending or enrolled in school Circle Y – Yes N – No	*If "Yes" –* What grade (year)? *If "No" –* What is the highest grade (year) . . . ever attended?	Did . . . finish this grade (year)?	How much school do you think . . . is going to get?	In 1968, how many weeks did . . . work either full or part-time (not counting work around the house)?	In the weeks that . . . worked, how many hours did . . . usually work per week?	What kind of work was . . . doing in 1968? *If more than one, record the longest*	
72	73a	73b	74	75	76	77	78	79	80	81	
		264 Respondent									
		265		266 Y N		Y N		267			268
		269		270 Y N		Y N		271			272
		273		274 Y N		Y N		275			276
		277		278 Y N		Y N		279			280
		281		282 Y N		Y N		283			284
		285		286 Y N		Y N		287			288
		289		290 Y N		Y N		291			292
		293		294 Y N		Y N		295			296
		297		298 Y N		Y N		299			300
		301		302 Y N		Y N		303			304
		305		306 Y N		Y N		307			308
		309		310 Y N		Y N		311			312
		313		314 Y N		Y N		315			316
		317		318 Y N		Y N		319			320
		321		322 Y N		Y N		323			324
		325		326 Y N		Y N		327			328
		329		330 Y N		Y N		331			332
		333		334 Y N		Y N		335			336
		337		338 Y N		Y N		339			340
		341		342 Y N		Y N		343			344

| | | |